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George Sanderson, Editor
Sharleen Bannon, Associate Editor
Kathleen E. Whitehurst, Staff Writer
Edie Sage, Editorial Assistant
Stella Coe, Designer
Alicia Carbó, Cover Design

William S. Drinkwater, Chief Publications Officer
Oswald Mamo, Editor, La Gazette du Travail
J. Harold Brazeau, Production

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Labour Canada Travail Canada

Celebrating 75 years of service
Au service des Canadiens depuis 75 ans

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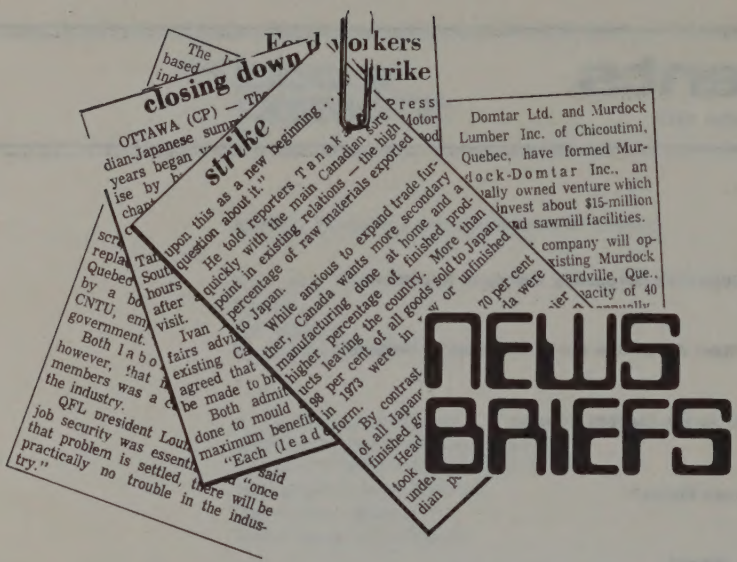

University Bargaining Proposals for Ontario

The Ontario Confederation of University Faculty Associations says the present system of negotiating salaries at individual universities has broken down, and it is proposing province-wide bargaining at two levels.

First, the confederation would meet with the university presidents to negotiate provincial salary scales and decide how much money the universities would need from the province to pay them. Then the presidents and the confederation would negotiate with the province for the funding, accepting binding arbitration if agreement could not be reached.

Graham Murray, executive vice-chairman of the confederation says the proposal would avoid strikes, which are distasteful to many faculty members, and provide more stability to campus financing. The confederation now is trying to get the university presidents to accept the idea.

He says the confederation wants the change because the university presidents "have failed to deliver the goods. They have failed to convince government to make available the funds we consider necessary."

Pension Briefs

Twelve briefs from labour, management and pension industry groups, presented to a new association of pension superintendents, ask for major changes in private pension plans. And most of them seek indexed benefits, earlier vesting rules and plan termination insurance.

The Canadian Association of Pension Supervisory Authorities, representing pension superintendents from Ontario, Québec, Alberta and Saskatchewan, held its first meeting in Québec City in June.

The views heard by the association will likely be filtered back to legislators, but Clayton Sinclair, a staff writer for *The Financial Times of Canada*, presents this note of caution: "No one should assume on the basis of the submissions to CAPSA that legislators will be prepared to move rapidly on many of the demands, even by 1980 in some cases."

Yet it has been 10 years since Ontario's pension law was overhauled and became a model for Québec, Saskatchewan and Alberta. Inflation has hurt many of the private plans, particularly in the last two years.

On June 27, less than two weeks after the Québec City meeting, the chairman of the Canada Permanent Trust Co., Donald G. Neelands, told the Canadian Financial Conference in Toronto that inflation was the major problem but not the only one. He said sharply higher salaries meant more costly funding, which has not been met by returns on investment. At the same time, he said, declining purchasing power has meant increased pressure for higher pensions for people who have retired.

The financial conference was sponsored by the Conference Board in Canada.

Québec Government Heeds Cliche Recommendations

The Québec government has introduced legislation incorporating more than 100 of the recommendations made by the Cliche commission report on corruption and violence in the province's construction industry. (LG, July, pp.428-434)

A key change is the creation of a three-man Québec Construction Agency to replace the Construction Industry Commission, which was strongly criticized in the report.

The bill sets down minimum requirements for member participation in union decisions, and defines procedures for arbitrating grievances. The new agency would supervise secret voting, which workers would use to choose their union affiliation.

The commission is to be abolished and its members are to form a committee to work out solutions to differences arising from the application of a province-wide decree on wages and working conditions. Representatives of unions and employers, would sit on the committee as they did on the commission, and any dispute not settled by agreement among the committee members would be settled by edict handed down by the construction agency.

The bill would also give the agency the power to control hiring, but it would not abolish union hiring halls. The Cliche commission report has identified job placement as the basic problem in the industry, and had recommended that the union hiring halls be scrapped.

The Cliche report also recommended that only a union representing 75 per cent of the workers be allowed to negotiate or sign a collective agreement. However, the government has proposed no change in the status quo that allows a union representing 50 per cent to sign. The Québec Federation of Labour says it represents 72 per cent of construction workers.

Steelworkers Use Computer

The United Steelworkers of America had computer help on hand when they opened their most recent round of negotiations with the International Nickel Co. of Canada.

They set up a portable link with a computer centre in the Toronto hotel where negotiations were under way in order to be able to calculate quickly the value of benefits they were negotiating for 15,900 employees in Sudbury and Port Colborne.

It is believed the first time in Canada that a computer link has been set up at the actual site of labour negotiations.

Professional Job Openings

Job openings in Canada for executives, accountants, engineers, scientists and other professionals "levelled out" during the second quarter of 1975, according to the Technical Services Council, a Toronto-based non-profit placement and personnel counselling service.

The TSC's quarterly survey of 1,500 employers across Canada found professional job vacancies down 1 per cent compared to three months earlier, and down 19 per cent from June 1974. The survey is confined to openings in industry and business.

The service found that slow sales in the furniture, home entertainment, appliance and automotive industries, as well as poor copper prices, caused many layoffs.

Coke Ovens And Cancer

The *Hamilton Spectator* says a major U.S. study has concluded that emissions from steel industry coke ovens cause and contribute to cancer. This is believed to be the first time that representatives of industry, labour and government have agreed unanimously that the emissions cause cancer.

A report by Charles Ross, a staff writer, says the Hamilton daily has obtained a copy of the report by the Standards Advisory Committee on Coke Oven Emissions, which is now before the U.S. secretary of labor, whose department set up the committee.

Ross says the committee makes several recommendations to control emissions and lessen the health hazard to workers. One would allow workers who could prove their health was seriously endangered to demand that they be removed from the coke oven areas without loss of pay or seniority. And if there were a dispute over a worker's condition between his doctor and company doctors, an outside doctor could be brought in for a final ruling.

Until now, studies on the health of coke oven workers, both in the U.S. and Canada, have concluded that the risk of cancer is several times higher than normal, particularly for those who spend five years on top of the ovens.

But the nine members of the standards committee have gone farther by agreeing "that an agent or agents in coke oven emissions are causative and/or major contributory factors in the introduction of cancer."

The committee also singled out one chemical, benzopyrene, as possibly the most potent agent, and fixed on it as a means of measuring recommended emission controls. However, the three industry representatives, in a minority report, said they believe engineering controls should be discretionary, rather than follow detailed standards and guidelines laid down by the committee.

Industry and union representatives on both sides of the border are waiting to see what action the U.S. government takes on the report. In Hamilton, Local 1005 of the United Steelworkers of America has submitted 20 claims for benefits for ailing coke oven workers or for their widows or dependants. This follows a decision of the Ontario Workmen's Compensation

Board earlier this year to award a pension to the widow of an Algoma Steel Corporation coke oven worker who died of cancer.

Québec Miners Compensated

The Québec National Assembly has passed legislation giving miners who are refused a government work permit because they suffer from asbestosis or silicosis the right to 90 per cent of their take home pay as compensation. They could also be eligible for lump sum payments of up to $30,000.

Before the legislation was passed late in June, regulations were already in force ordering doctors to withdraw work permits from miners with symptoms of the lung diseases.

Miners previously had been compensated only when the Workmen's Compensation Board ruled that they were incapacitated and their monthly benefits were scaled to the degree of impairment, to a maximum of $9,000 a year. Under the new law, they'll automatically get $9,000 a year as compensation for the loss of the right to work. Former miners previously awarded compensation for lung diseases will get increased benefits and possibly lump sum payments if their condition has since worsened.

Miners denied work permits because they are susceptible to asbestosis or silicosis are to be paid $1,000 compensation unless their employer transfers them to a job with equivalent pay in a safe area.

Workmen's Compensation Benefits increased

Changes in Ontario's Workmen's Compensation Act, effective July 1, give injured workers higher benefits:

- Maximum earnings covered have risen from $12,000 to $15,000 a year, raising the maximum weekly compensation to $216.35 from $173.04. The change applies to accidents that occurred both before and after July 1, but only relates to benefits payable for temporary or permanent disability after that date.

- Minimum compensation for permanent total disability has been raised to $400 a month, with proportionate increases in minimums for partial disability. The minimum for temporary total disability has been raised from $55 a week or earnings if less, to $90 a week or earnings if less.

- The 1974 escalation clause for permanent disability pensions will apply to continuing temporary disability payments effective July 1, 1975, based on pre-accident earnings in past years. This provides an escalation of 4 per cent for 1973, 4 per cent for 1972 and 2 per cent for each prior year since the accident, with a maximum of 60 per cent.

- Disability pensions awarded for accidents prior to 1975 will be escalated effective July 1, 1975 by a further 10 per cent for the year 1974.

- This additional 10 per cent escalation will also apply to temporary disability pensions based on pre-accident earnings in prior years for benefit after July 1, 1975.

Dependency pensions will also rise by 10 per cent effective July 1, 1975. A widow's pension rises to $286 a month, a dependent child's to $77 and an orphan's to $88, all regardless of the date of accident. The burial allowance rises from $500 to $600, and the initial lump sum payment to a widow for incidental expenses also rises from $500 to $600.

- A specific provision has been made for supplementary permanent disability awards for workers whose actual impairment of earning capacity is significantly greater than that recognized by the schedule of percentages of impairment of earning capacity.

- The clothing allowance for wear and tear caused by upper and lower prosthesis is extended to back and leg braces provided by the board for permanent disability.

Coverage under the Act has been extended to auxiliary members of police forces and to people who help in search and rescue operations at the request of and under the direction of a member of the Ontario Provincial Police. Provisions for personal coverage of employers, executive officers and independent operators have been combined under one section. And new provisions have been made for penalties on employers for failure to report accidents or claims promptly.

New Health Policy

The Nova Scotia government has adopted an occupational health policy based on "re-education and improved awareness" rather than on the application of restrictive legislation and regulation through "policing."

A June 25 announcement said the objective of the health department's preventive, advisory and consultative service to industry and occupational groups will be "to control, reduce, and ultimately eliminate health hazards at work."

The department intends to encourage the development of occupational health services and practical programs within industry to improve the health status of all employment groups. It will also assist other government departments and agencies in occupational safety matters.

New Safety Board

A provincial task force has recommended that Québec's Workmen's Compensation Board be replaced by a more powerful "job safety board" that would emphasize preventing industrial accidents and rehabilitating their victims rather than simply giving the traditional cash indemnity.

The task force, under the chairmanship of Alphonse Riverin, a former president of the University of Québec, also recommends that responsibility for industry safety, now scattered among many departments and agencies, be concentrated under the new job safety board that would administer a consolidated safety code.

The present Workmen's Compensation Board commissioned the study in April 1974, at the request of Labour Minister Jean Cournoyer. It will now be studied by the Workmen's Compensation Board's advisory board, which has representatives from employer groups as well as the Québec Federation of Labour and the Confederation of National Trade Unions.

The report says safety committees grouping employers and workers should be set up in all companies. It also wants more research into job-related illness by a team of doctors, chemists, biologists, engineers, psychologists and sociologists, co-ordinated by the Job Safety Board.

Arbitration Costs

A veteran U.S. arbitrator says the parties themselves are often to blame for the high cost of arbitration, and he suggests some ways the cost can be reduced.

One way, according to Sidney L. Cahn, is for the parties to fix the limits of testimony to be introduced during the hearings by agreeing on the precise issue to be resolved. This, he says, usually restricts or eliminates the attempt by one or both parties to offer a "blunderbuss" approach to the introduction of testimony "in the hope that some element, whether or not it is material to the grievance, might influence the arbitrator."

Cahn, an attorney who has been an arbitrator for more than 30 years, also refuses to accept testimony concerning what was said and done during grievance meetings. He says one reason is that the prime purpose of grievance meetings—enabling the parties to try to adjust their differences—would disappear if either party believed that such an attempted adjustment or offer of settlement would ultimately be related to an arbitrator.

"Accepting such testimony invariably leads to a conflict of versions of what actually occurred or what was said which in turn leads to the calling of witnesses, introduction of documents, and so forth, with the concomitant useless expenditure of time, money and effort and the impairment of the relationships between the two parties."

Cahn's comments appear in an article in the June 1975 *Monthly Labour Review*, published by the U.S. Labor Department.

Joint Management Rejected in U.S.

The idea of worker co-determination or joint management is spreading in Europe but it has few takers in the U.S. An article in the U.S. magazine, *Business Week* describes co-determination as "anathema to both corporations and unions."

In Sweden and several other European countries, not only are unions represented on the boards of corporations through co-determination laws, but they also exercise some veto powers over management through local works councils. Usually the councils are joint labour-management groups that act on labour relations matters.

Interest in the idea was shown by workers' delegates from several non-European countries to the International Labour Organization meeting in Geneva in July, including Canada, Algeria, Mexico and India. But a resolution that the ILO promote worker participation throughout the world was opposed by employers and died in committee.

The U.S. position was made clear at a UN symposium last year. William Winpisinger, general vice-president of the International Association of Machinists, says that, beyond bargaining for limits on management rights in such areas as reducing work crews, "there is no major perceptible demand by American workers today for participation in the decision-making process."

U.S. unions are often stronger at the shop level than European unions, and they believe their adversary bargaining with rank-and-file input is "worker participation at its best," says *Business Week*.

The article quotes Nathaniel Goldfinger, AFL-CIO research director: "The Europeans have been confronted by the lack of collective bargaining and often a lack of effective unions at the plant level. They are trying to make up for this in such manner as they can."

U.S. unions feel that representation on the board would create a conflict of interest and compromise the union. "You must be on one side or the other to maximize your effectiveness," says Winpisinger. "That is the way we will continue to do it in the U.S. for a long time to come."

Workers on the Board

The Economist says worker representation on the boards of British companies may be a reality by 1977.

The government is setting up an inquiry to advise it on legislation to make this possible. *The Economist* says the proposed industrial democracy bill would not make worker-directors compulsory, however, because many unions oppose them. The Trades Union Congress is officially in favour of 50 per cent of company directors being elected by unions.

The government is already going ahead with another form of industrial democracy by introducing agreements to provide for voluntary consultation by unions, managers and ministers on long-term planning in major companies. Such agreements would cover such subjects as sales, exports, investment, productivity, consumer and community interests and industrial relations agreements.

Swedish Worker-Directors

Sweden's three-year experiment with worker-directors has been well received by employers and employees alike, according to two surveys.

The measure, which permits two worker-directors in limited companies with more than 100 employees, is now in its final year, but it is expected to be extended indefinitely, although with some amendments, when the trial period expires next June.

The magazine *Veckans Affarer* found that 66 per cent of more than 50 employers it interviewed feel that the worker-directors' contribution is positive, while only 7 per cent view their role as negative.

These findings support those of the official *Statens Industriverk*, which says that the worker-directors have improved industrial relations, and are increasingly taking initiatives in marketing and production.

The surveys are reported in *Industrial Relations Europe*, a monthly publication of Management Centre Europe in Brussels.

New Ontario Labour Laws

The Ontario legislature has passed amendments to the Ontario Labour Relations Act that make it easier for unions to obtain certification without a vote but hit hard at illegal walkouts by giving the provincial labour relations board power to issue cease and desist orders enforceable under jeopardy of contempt of court.

The amendments reduce to 55 per cent from 65 the membership required for automatic certification, but they increase to 45 per cent from 35 the membership required to obtain a representation vote. They also provide for certification without a vote where violations of employee rights guaranteed by the act would not permit the true wishes of the employees to be disclosed by the vote.

Arbitrators will welcome two long-sought amendments. One removes arbitration board decisions from review by the courts except if there are allegations that the board has exceeded its jurisdiction. The other gives arbitrators authority to extend time limits for launching grievances and bringing them to arbitration.

Where dismissal or discrimination for union activity is alleged, another amendment puts the onus on the employer to prove otherwise.

Other amendments empower the labour board to investigate any complaint of a contravention of the labour act; provide for voluntary dues checkoff; prohibit discrimination by a union against persons seeking entry into the bargaining unit, where the union controls the hiring; and give the labour minister the right during a prolonged strike to require a union to put an employer's last offer to a ratification vote.

The amendments, aimed at giving the provincial labour department a more positive role in promoting industrial peace, permit the minister to assign a special officer to assist the parties during the term of a collective agreement. It also provides for appointing representatives from labour and management to a Disputes Advisory Committee to help deadlocked parties reach agreement.

The amendments also extend the right to organize to dependent contractors—"a person, with or without a contract, and whether or not furnishing his own tools, vehicles, equipment or machinery, who performs work or services for another person for compensation on such terms that he is in a position of economic dependence." Managers of milk stores owned by some large franchise companies could seek union affiliation under that amendment.

Second Quarter Wage Increases

Union-negotiated wage increases during the second quarter of 1975 were higher than in the first quarter.

The 144 major settlements in the second quarter produced average annual increases in base rates of 18.8 per cent in compound terms. This compares with average annual increases of 16.9 per cent in both the first quarter of 1975 and in the 12-month period ended June 30, 1975.

The Canada Department of Labour figures are based on an analysis of

collective agreements covering 500 or more workers in industries other than construction in both federal and provincial jurisdictions.

Québec Establishes Human Rights Commission

Québec's national assembly has passed legislation establishing a seven-member human rights commission. It will report to the legislature once a year and make special reports on urgent matters. Also appointed was a new deputy minister of labour, Gilles Laporte, a former labour department conciliator who has been a special adviser to the labour minister since 1973.

Guaranteed Annual Income

The Canadian Labour Congress has reiterated its request for an "adequate guaranteed annual income" program, but says this should not be brought about by integrating or merging social insurance schemes with income-support and welfare measures.

"The Congress can support a guaranteed annual income that is intended to integrate and merge the income support programs into a rational system to help the less fortunate members of the Canadian community," the CLC said in response to the federal government's Working Paper on Social Security.

"We do and will oppose, however, moves on the part of this government to dismantle the social insurance schemes that workers, through their organizations, have fought to develop over the years," the CLC added in a memorandum to Marc Lalonde, Minister of National Health and Welfare.

The CLC said "events of the past year" indicate that "it is the intent of the federal government, in consultation with the provinces, to integrate or merge the social insurance schemes with the income support and welfare measures."

The submission urged that the federal minimum wage be increased immediately to $3, and that it be indexed to the consumer price index.

U.S. Conflict with ILO

The U.S. has decided to set up a task force to examine its relations with the International Labour Organization. The move comes after the U.S. workers' delegation walked out of the ILO's annual assembly when the meeting admitted the Palestinian Liberation Organization to observer status.

For some time U.S. labour leaders and congressmen have complained about the increased "politicization" of the ILO.

AFL-CIO Wants U.S. to Quit ILO

U.S. News and World Report says the AFL-CIO wants the U.S. to withdraw from the International Labour Organization, and has asked the government to give the required two years' notice.

The ILO was founded in 1919 as an instrument to raise the status of workers and peasants throughout the world, and Samuel Gompers, the founding father of the AFL, helped set it up. But the AFL-CIO feels the ILO has strayed from its original goal since the Soviet Union joined it in the 1950s, and has become "a forum for long-winded denunciations of capitalist economies."

The AFL-CIO antipathy was increased when the Palestinian Liberation Organization was admitted to the ILO's last annual meeting as a non-voting participant.

Representation in the ILO is tripartite—governments, employers and employees—and most observers feel continuing U.S. involvement in it would be meaningless without support from the AFL-CIO.

The U.S. provides one-quarter of the ILO's annual income.

Unions Endanger Minorities

The once-close relationship between minority groups and organized labour in the U.S. is being severely tested in a battle over unions' seniority system, according to an article in *The Christian Science Monitor*.

"For many minority groups, the union tradition of 'last-hired, first-fired' has meant that gains made in hiring have been nearly wiped out when economic hard times hit and layoffs began," writes Ed Townsend, the newspaper's labour correspondent.

He says the AFL-CIO does not intend seniority to be undermined to provide jobs for minority workers. But the National Association for the Advancement of Colored People has called on the government and the courts to ensure that recently hired blacks, women, and other minority groups are not deprived of jobs under the "last-hired, first-fired" policy.

Townsend quotes unidentified leaders of the association as talking of "many of our former allies" as digging in to "seek to reduce those very gains for which they helped us fight." And he says fights have erupted over demands by black picket lines to keep on newly-hired blacks and lay off whites with seniority.

B.C. Amendments Opposed

Government-proposed amendments to the B.C. Labour Code have prompted the B.C. Federation of Labour to express "non-confidence" in labour minister Bill King.

The provincial government's amendments would establish the B.C. labour relations board as the final decision-making authority in arbitration cases and would allow arbitration boards to ignore the exact language of collective agreements in making their decisions.

In other words, the arbitration boards would not need to be bound by a strictly legal interpretation of the issue in dispute. The boards would be empowered to rectify a collective agreement "where it is established that the written agreement does not accurately reflect the actual agreement made by the parties," and could "interpret and apply any Act intended to regulate the employment relationship of the persons bound by a collective agreement notwithstanding that its provisions conflict with the terms of the collective agreement."

Manitoba Minimum Wage

Manitoba's minimum wage for adult workers rose to $2.60 an hour, from $2.30, on October 1. Labour Minister A.R. Paulley said the increase was to offset the effects on weekly pay of a decrease in the workweek to 40 hours, from 44, that the legislature passed earlier this year.

Nova Scotia Minimum Wage

Nova Scotia's minimum wage for experienced adult workers rises by 25 cents to $2.50 an hour on January 1, 1976. The minimum for inexperienced employees and people under 18 goes up to $2.25, and the maximum for logging and forestry workers with no fixed workweek goes up to $490 a month.

Wildcat Strikers Face Prosecution

The Treasury Board is carrying out its threatened crackdown on public servants who strike illegally. It has received permission from the Public Service Staff Relations Board to prosecute 176 members of the general labour and trades group of the Public Service Alliance of Canada in the Toronto area for an illegal walkout last December. The board has also applied for permission to prosecute another 924 PSAC members in connection with the same series of walkouts.

Brewery Workers Form Union

Canadian brewery workers now have their own national union following a reorganization that has been under way since 1973.

On June 30, the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America adopted its new name—the Canadian Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers.

The new union, which is affiliated with the Canadian Labour Congress, has 56 locals and 11,000 members from Victoria to St. John's, and a national headquarters in Toronto.

The reorganization started in November 1973, when the 15,000 U.S. members of the brewery workers union merged with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. Most of the Canadian locals objected to the merger and continued the operation of the international union in Canada.

New LIP Regulations

A $150 million federal Local Initiatives Program is under way this fall, up from the $96 million allocated to the program last year.

One change this year is that private companies as well as municipalities may sponsor LIP projects. Other changes: projects could start by November 3, a month earlier than last year, and the maximum size of an individual project is doubled to $150,000.

LIP projects are intended to create jobs for unemployed people and to provide "worthwhile" community facilities or services.

EEC Seeks Jobs for Youth

A committee of the European Economic Community is studying several proposals aimed at providing badly needed jobs for young people.

During the past 12 months, unemployment has risen by 49 per cent among people under 25. That compares with an increase of 32 per cent for all workers.

Among the recommendations now before the standing committee on unemployment are a shorter workweek; longer paid holidays; more time off from work for education and retraining; recruitement programs for the public service particularly in education, nursing and police and fire departments; and welfare and environmental community programs.

dustrial Relations Europe, a monthly ublication of Management Centre urope in Brussels, says the easures have been publicly elcomed by employer and employee epresentatives on the committee "but ivately both sides doubt the realism" f the proposals.

Swedish Work Clubs

Members of Sweden's trade unions ave many opportunities to exercise heir democratic rights, according to n article in *Current Sweden*, ublished by the Swedish Institute.

ts author, Karl-Olof Andersson, editor f the magazine *Fackförenings-örelsen*, says the issue is important ecause of the strong political influence of LO, the Confederation of Swedish Trade Unions.

He writes that the labour movement is divided into 3,000 units that, in turn, are divided into tens of thousands of work clubs: "This fine-mesh organizational structure in itself guarantees member influence. Every individual member is entitled to put forward demands and proposals to the decision-making bodies by means of written motions. This right is freely used.

"Members' proposals are normally considered first by the work club to which the proposer belongs. If the majority of those present at a club meeting support the demand, it will be forwarded to the branch organization with the endorsement of the club as a whole. It will then be considered at a branch meeting. If it then obtains the backing of the majority, it will be passed on to the decision-making body of the union as a whole, normally the trade union congress, as the proposal of the branch local.

"Finally it can go forward to the LO Congress, where it will receive the backing of the whole LO if adopted.

"Even if neither the club, the branch organization nor the union supports the demand put forward by an individual sponsor, it can go forward to the supreme decision-making body if the sponsor himself wishes."

The article says the majority of the important demands put forward by LO and the trade unions to government and employers in recent years have emerged as direct demands put forward in motions submitted by individual members.

The LO also sends copies of proposed legislation to union locals for comment by individual members, and 85,400 workers commented in this way on draft proposals for a new industrial safety Act presented in 1973.

The article says it is expected that 150,000 workers will participate in discussion of proposals for industrial democracy put forward by a commission at the beginning of this year.

Just before the two most recent rounds of central wage negotiations, LO polled a statistical sample of 10,000 members on the kind of agreement they wanted.

The article says a large majority favoured a policy of "wage solidarity," which implies that the biggest increases should go to the lower-paid workers.

The author points out that these forms of direct participation are in addition to the influence members exert through their elected representatives.

Discrimination Pay

A decision by the U.S. Supreme Court has broadened the right of workers—and job seekers—to collect back pay from employers after they have been denied jobs or promotions because of race or sex.

The court ruled on June 26 that victims of discrimination are entitled to back pay even though the discrimination was not intentional.

The judgment said the fact an employer tried to correct the discriminatory practices is not reason for refusing back pay: "A worker's injury is no less real simply because his employer did not inflict it in 'bad faith'."

Black employees at the Albemarle Paper Company pulp and paper plant at Roanoke Rapids, N.C. had obtained a ruling from a lower court that they had been discriminated against. But the lower court had denied back pay on the grounds the company had tried to hire more blacks and get them into higher paying jobs since 1964.

ILO and Public Servants

The International Labour Organization at its July convention in Geneva, decided to seek an international agreement on the right of public servants to organize into unions.

The agreement would cover all public service officials except police and the armed forces.

Picket Legislation

The U.S. House of representatives has passed a bill to permit unions to picket construction sites, a major goal of organized labour since 1951. The bill is also expected to pass the Senate.

Building-trades unions have been prohibited from picketing multi-employer construction sites by a Supreme Court interpretation of the law dealing with secondary boycotts.

Britain Fights Inflation

The British Parliament has passed pay-freeze legislation aimed at fighting inflation. Prime Minister Harold Wilson says that inflation—which has been as high as 26 per cent a year—will be reduced to 10 per cent by next summer and to less than 10 per cent by the end of next year.

The legislation freezes the wages of all people earning about $20,000 a year or more and won't allow anyone else an increase higher than $13.80 a week during the 12 months ending Aug. 1, 1976.

This would work out to an average increase of about 10 per cent to British workers, with lower-paid workers getting more than 10 per cent and higher-paid workers less. Employers, however, may pay less, if they can negotiate smaller increases.

Walter Reuther Library

Wayne State University has dedicated a new library of labour and urban affairs in Detroit in the name of Walter P. Reuther, former head of the United Auto Workers. The dedication comes just five years after Reuther's death. The library will house one of the most comprehensive labour archives in the U.S.

Shime Appointment

Owen Shime, a Toronto lawyer, has been named chairman of the Ontario Public Service Relations Tribunal, which deals with relations between the provincial government and its employees. The tribunal is to be restructured to provide representation from both sides under amendments to the Crown Employees Collective Bargaining Act.

Shime is a former vice-chairman of the Ontario Labour Relations Board. He recently mediated contract disputes between school boards and their teachers in Ottawa and Thunder Bay.

Copyright James Craig Macarthur

"Our incentive plan is quite simple—work hard or get fired!"

CIRRI Conference

Collective Bargaining Trends in Education

by Sharleen Bannon

Public School Teachers

Canadian public school teachers in all but one province now have the right to strike and to bargain collectively. Mass resignations, work stoppages, and work-to-rule campaigns in some Ontario centres during the past year focussed attention on the most recent case of teachers gaining these rights.

The teachers' disputes with local school boards and the provincial government sparked impassioned debates throughout Ontario about teachers' "professional responsibilities" to school children and taxpayers. Similar controversy has arisen in other provinces whenever teachers have threatened to close schools to back their demands for more pay and better working conditions.

The evolution of collective bargaining among Canadian public school teachers was a major topic of discussion at this year's annual conference of the Canadian Industrial Relations Research Institute (CIRRI) held in Edmonton.

There was general agreement among conference delegates with the description of Canada's educational system in the federal government's 1968 Task Force Report on Collective Bargaining by Canadian Public School Teachers, which says, "there is not one but ten educational systems in Canada—each with its own philosophies, policies and programs." Each province also has a different collective bargaining system for its teachers, and teachers' organizations across Canada are not necessarily in agreement with each other's aims and philosophies, and they don't necessarily share the same attitudes towards collective bargaining models.

Author of the task force report, J. Douglas Muir, now a professor of industrial relations at the University of Alberta, briefly reviewed some of the trends in the evolution of collective bargaining among teachers during the eight years since his report was published.

"Collective bargaining has become a part of the economic life of teachers in Canada. In addition, the use of the strike when necessary to enforce bargaining demands is rapidly becoming a part of this economic way of life. The features differentiating teachers' associations from trade unions are diminishing as we move through the 1970s. It is expected that

The features differentiating teachers' associations from trade unions are diminishing as we move through the 1970s

these differentiating features may be all but eliminated by the end of this decade.

"Teachers themselves appear to have matured in their approach towards the concept of collective bargaining. They no longer seem to be embarrassed by the fact that they bargain collectively, and the 'professional' versus collective bargaining conflict appears to have been generally resolved."

Muir noted with some distress, however, that the francophone Québec teachers' union—the CEQ (Centrale de l'Enseignement du Québec)—"stands to challenge the entire existing political and social system in Québec" and that "it sees itself in the midst of a struggle that it views as a class conflict.

"I would speculate that we might find the CEQ taking stands on more social and political issues. I would find it quite disturbing if the CEQ were to close the schools by calling a politically-motivated strike every time it disagreed with the government's social or political policies."

He attributed this militancy among French-speaking teachers to the peculiar social and political climate in Québec and to the teachers' opposition in 1967 to Bill 25, which ordered the then striking teachers back to the classrooms, removed their right to strike, and imposed province-wide bargaining.

Muir predicted that Bill 95, which alters the bargaining structure for Québec teachers by requiring the parties to agree as to which items are to be negotiated at regional or local levels, will serve to decentralize the highly-centralized Québec bargaining structure.

Ontario is the most recent and one of the last provinces to give teachers the right to bargain collectively and to strike, but Muir pointed out that it is curious that the June 1975 bill grants the teachers the right to strike although the teachers' federation did not request it, the Reville ministerial committee did not recommend it, and the trustee council opposed it.

He expects Ontario will experience a few years of teacher-trustee turmoil before the parties mature into their new bargaining relationship.

In British Columbia, he said, there is now more involvement by the teachers' federation in local negotiations and an increasing "regional consistency" in salary settlements.

Although he sees the situation of teachers in B.C. this year as being much the same as it was in 1967, he noted "a growing restlessness which may in future develop into a call for the use of the strike or other forms of direct action."

For Alberta teachers, Muir said the most significant change since 1967 has been the move toward regional bargaining from the former practice of local-level negotiations. He noted also that Alberta teachers were among the first teachers in Canada to embrace the collective bargaining model and to view themselves as a "union."

In Saskatchewan, province-wide bargaining has been imposed on teachers, against their will, since 1972. Continued pressure from teachers for a return to a more decentralized bargaining model is likely to continue, he added.

He noted little change in the Manitoba situation since 1967. Teachers still prefer to bargain at the local level, with little or no involvement by the provincial teachers' association.

Newfoundland teachers gained the right to strike and to bargain collectively in 1973, but in Prince Edward Island, teachers are specifically excluded from that

In most provinces, teachers have had a long, hard fight to win the right to bargain collectively

province's labour code and are not permitted to strike or bargain collectively. Despite the pattern in other provinces, Muir said he does not expect P.E.I. teachers to press for these rights in the near future; they seem content with the present system.

Nova Scotia teachers won the statutory right to strike last year, while those in New Brunswick seem satisfied with their status under that province's Public Service Labour Relations Act, he said.

Marc Lapointe, chairman of the Canada Labour Relations Board, outlined some of the major collective bargaining issues that he thinks teachers, as relative newcomers to this mode of labour relations, must face up to.

Public school teachers have collective agreements in all provinces except P.E.I.

An honest appraisal of their self-image is important if they are to become a credible group within the collective bargaining system, he believes. He seemed less convinced than Muir that teachers have abandoned what he termed "the myth of professionalism."

Lapointe urged teachers who still regard themselves as "professionals," to regard themselves in a more realistic light—as employees facing a specific set of problems in the current economic climate.

"The fight of the industrial worker for wages and working conditions is also the fight of teachers," he said, blaming the myth of professionalism for having made teachers ineffectual at the bargaining table for so long.

In addition to criticizing teachers for regarding themselves as professionals, Lapointe blamed some provincial governments for perpetuating this myth by enacting special legislation such as "school acts" to govern teachers rather than making one labour code applicable to teachers as well as other workers.

On the subject of school boards, Lapointe called for a reappraisal of their role by both teachers and provincial governments. He suggested replacing boards of trustees with regional school administrators, but warned that the struggle between the province and local boards over what happens in schools, is far from over.

On another issue, he blamed teachers in some provinces, particularly Ontario and Québec, for being so fractionalized and called for an end to separate associations for high school and primary school teachers, men's and women's associations, and Catholic and non-sectarian groups. Until teachers settle their differences among themselves, he predicted they will not make much headway at the bargaining table.

The fight of the industrial worker for wages and working conditions is also the fight of teachers

Lapointe also urged teachers to reappraise carefully, the role of the principal and to decide whether or not he is to be included with teachers in collective bargaining units. He suggested principals should be excluded because they often act as school administrators rather than as teachers. In his opinion, the myth that the principal is the "principal teacher" should be abandoned, if in fact he does not function as a teacher.

Lapointe warned that if teachers and principals don't decide these matters among themselves before they reach the bargaining table, arbitrators will decide for them, causing an even greater rift between principals and teachers. He also advised that such decisions as whether or not the whole group would go on strike to support the demands of a small department within a school should be decided by teachers before their negotiator goes to face the employer.

He lambasted teachers for delegating all responsibility for their collective agreements to "professional negotiators" hired to do their bargaining. Teachers must realize that most of the negotiating must be done among their own membership before they even reach the bargaining table, he stressed.

Lapointe warned teachers that their negotiators do not have a "magic wand" to solve all their problems for them at the negotiating table. "There is no magic solution to the complex problems of collective bargaining that gives either side all it wants. After all, collective bargaining is based on an adversary system."

Lapointe attributed much of the dissatisfaction with teachers' wage settlements awarded by arbitration boards to the fact that there are so few arbitrators and conciliators trained

As soon as we develop a good arbitrator who awards three successive decisions on one side, we assassinate him

to deal with disputes involving teachers.

"In Canada we have no scientific system to select, train, and identify people as arbitrators. We have a trial-and-error system in which arbitrators are mostly old judges or so-called labour relations experts. "As soon as we develop a good arbitrator who awards three successive decisions on one side, we assassinate him."

He contends that the United States' system, which trains arbitrators and maintains a permanent panel supported by both sides, is one step ahead of Canada in this area of labour relations. The adoption of such a system in Canada would do much to assist the collective bargaining process in the education sector, and other areas, he concluded.

University Professors

An increasing number of university professors in Canada are forming unions and a great many more are contemplating doing so. Already the CEGEPs and most of the French-language universities in Québec have faculty unions as do most community colleges in the rest of the country.

Several university faculties have recently received certification while others are seeking it, and at least four are already governed by collective agreements. [L.G. Aug. '75, p.503]

Job security and higher wages are among the reasons university academics are joining their fellow white-collar and blue-collar unionists at the bargaining table.

Some professors, however, feel they have an additional important question to explore before they opt for unions: will collective bargaining adversely affect their academic freedom and traditional role in the university?

This and other implications for Canadian universities if professors form unions were discussed at the annual Canadian Industrial Relations Research Institute (CIRRI) conference in Edmonton.

In an attempt to explain why professors are turning to collective bargaining, Mark Thompson, acting director of the Institute of Industrial Relations at University of British Columbia, told the conference faculty members are searching for an alternative to the crumbling "impersonal paternalism" that has traditionally governed universitites.

"Paternalism can operate only when there is an assumed community of interest between the employee and the employer," he said. He attributed the decline of paternalism to the economic climate in universities, which has all but destroyed the formerly harmonious employer-employee relationship.

When paternalism breaks down under economic pressures, he said, employers rescind some or all of their customary obligations, including security of employment. As a result, collective bargaining is emerging in universities just as it did in industry during the 1930s.

Thompson suggested also that professors are exploring collective bargaining because it offers them an existing model with which they can identify, and has been successfully adopted by comparable professionals in public schools, community colleges, hospitals, and government services.

"What is good for workers should also be good for professors"

Hélène LeBel, vice-chairperson of the Canada Labour Relations Board commented that "managers and administrators are usurping professors' roles as managers of universities and are undermining the power base of faculty members."

She also said of collective bargaining that "what is good for workers should also be good for professors."

Academic freedom can be preserved only through collective faculty action because when cutbacks are made, faculty members should have an input into what programs, professors, and research programs should go, she believes.

Many academics live in sheltered university environments where their rights are not protected, she said. "They can no longer depend on the good will of the public and the benevolence of government and administrators to keep their influence and their jobs."

A dissenting view was expressed by H.D. Woods, professor of industrial relations at McGill University.

"Collective bargaining presents some real dangers to academic freedom on the campuses of Canadian universities—dangers that I believe should be recognized by the academic community". He described collective bargaining for faculty as "a malaise that is communicable and probably malignant."

He denounced the introduction of the union model for professors and called for the retention of faculty associations as being more suitable bodies for channelling professors' input into running the university. "A union participates in the legislating of rules, it does not manage. Staff associations, by contrast, are engaged in a much more fundamental, and perhaps more revolutionary, exercise than the unions in industry. They have in fact invaded all areas of the managerial prerogative. They have been engaged in blurring the distinction between academic staff and management in the universities."

Woods also contended that the university is different from industry in that "most universities are managed by their academic employees—departmental chairmen are chosen by the academic members of their respective departments.

"Collective bargaining has re-established the distinction between staff members as employees and as administrators. The very process that has for two decades been increasing the power and influence of the academic staff and weakening the authority of higher echelons has been arrested through the short-sighted actions of those engaged in the unseemly rush to join the march toward collective action against the bosses."

Woods suggested also that the motives of some faculty members who support the adoption of collective bargaining for professors are less than honourable. "Much of the impetus to unionization came from the fear generated in recent years by a levelling-off of registration, the decline in public support for further expansion of universities, and a partial collapse of the belief in university education as the door to material success.

"Academics labour under the myth that they are better than other workers and deserve to be paid more"

"It would be unfortunate indeed if the undesirable effects of unionization and collective bargaining on academic freedom should come about because of the insecurity of junior staff members."

Roland Penner, law professor at the University of Manitoba disagreed with Woods about the strength of faculty associations and warned that professors who think their rights are protected by these organizations are deluded. If it came to a test, the courts would be likely to reject their claims because they do not have binding collective agreements on behalf of their members.

Penner agreed with the ideas expressed by LeBel and added that there is a direct relationship between economic matters and academic freedom, and that the latter can best be guaranteed through collective agreements for faculty members.

David Beatty, director of the University of Toronto Industrial Relations Centre also disagreed with Woods' contention that collective bargaining would erode the fundamental academic integrity of universities.

"I am of the view that collective bargaining should not be perceived as a radical force intent upon challenging or undermining the historical purposes pursued or the basic principles subscribed to by the university community."

Beatty considers collective bargaining to be simply one available structure for decision-making, which is compatible with the generally-accepted ambitions and objectives of university faculties.

"Collective bargaining simply does not project any preconceived solutions to such issues as layoffs, non-renewal of term contracts, research assistance, and responsibilities, nor indeed to any other such issue of topical concern to faculty. Collective bargaining merely provides the process through which these goals and ideas that the faculty conceives as essential to a vibrant university concept, will be articulated and may be attained."

He also dismissed Woods' notion that collective bargaining would force the faculty to relinquish many of its traditional areas of influence.

"It does not necessarily follow that such issues as hiring, promotion, tenure, curriculum, admission requirements, teaching loads, teaching methods, research responsibilities and other traditionally 'academic' issues need necessarily be turned over to university administrators."

Also, Beatty does not share Woods' belief that faculty should retain its administrative function within the university. He characterizes "faculty managers" as incapable of exercising an objective and rational judgment on university issues where their faculty and administrator hats might lead them to opposite conclusions.

He also challenges Woods' notion of "academic freedom", saying that it is largely a myth in light of current economic realities. "Regardless of the model of decision-making under which the employer is constrained to operate, the distinction between 'academic' and 'economic' issues is an illusory and meaningless one. Every issue, including class size, teaching methods and loads, curriculum, sabbaticals, and research responsibilities has a price tag or an economic component to it."

In addition, Beatty sees collective bargaining as a protector rather than as a destroyer of academic freedom. "Ultimately, the ability of faculties to resist and forestall governmental instrusion on any of these fronts—academic or economic—will primarily be a function of their bargaining power."

Beatty also challenges Woods' notion that the university is a "community of scholars," and instead characterizes today's university as being riddled with "inherent tensions that divide the constituent estates within the university."

He does not fear this diversity of interest will destroy the university, however, and although collective bargaining is essentially an adversary relationship, he doesn't think it must be characterized by "acrimony and conflict."

He explained that professors in faculties with low "marketing power" can depend on their colleagues in the professional faculties and the university's "academic stars" to enhance the collective bargaining power of professors as a group within the university community.

Donald Carter, vice-chairman of the Ontario Labour Relations Board and a law professor at Queen's University, told the conference that although faculty members are aware of the need for collective action, many "haven't embraced enthusiastically, traditional collective bargaining procedures."

Like Beatty and Woods, he addressed the issue of faculty participation in the administration of the university, but saw the issue in slightly different terms. He said, that in some universities, faculty are turning to collective bargaining in order to gain some influence in administering the institution.

He believes that in the current economic situation the most formidable adversary relationship exists not between faculty and administration, but between the government holding the purse strings and the university community as a whole.

"Real bargaining is not likely to take place within the institution, but outside with government. Faculty and administration are allies who should form a common front against the true adversary, government." Like Woods, however, he is concerned about the possible disruption in traditional collegial authority if collective bargaining is adopted.

"Because of the idea of collegial authority, it is very difficult to determine where traditional managerial authority begins. Nevertheless, the conventional collective bargaining model requires that this type of distinction be made, and a managerial class be identified."

This identification may create a manager-employee dichotomy that could tighten the managerial structure and lessen the role played by faculty in the running of the university, Carter believes. In fact, he said, the university structure may have to be altered in order to mesh with the collective bargaining structure.

Despite the differences between professors and other groups of unionized employees, collective bargaining has to a large extent the same implications for both groups, he believes.

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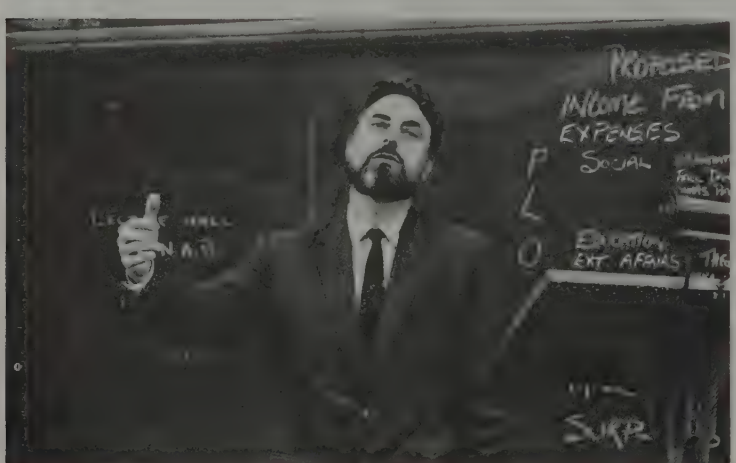

Labour leaders are urging teachers to cast off "professionalism" in favour of "unionism"

As long as the majority of the bargaining unit members stand to gain financially, there is a tendency to ignore the fact that a small number of fellow workers will have to be laid off. Although this unpalatable choice is the result of governmental policies of financial restraint, and not collective bargaining, faculty through its bargaining agent might still be forced to make a conscious and uncomfortable choice between maintaining salaries and maintaining jobs."

Carter sees the concept of strictly-applied seniority in the traditional collective bargaining sense as potentially damaging to the university. He warns that if the seniority rule is strictly applied, post-secondary institutions could lose much of their vitality, because the flow of junior faculty into the university might be severely restricted. He also asked whether collective bargaining can deal effectively with the problems posed by the current threat to job security.

"At the present time, faculty appear to have no taste for strike action"

Although Carter indicated that the spread of collective bargaining in Canadian universities is inevitable, he said its appropriateness can be tested only by successful strike action.

He also questioned whether a confrontation between government and faculty would be to the advantage of the professors. He says many faculty members appear to regard the strike as unworkable because they would likely gain little public support, either because a large portion of the public would regard faculty as clearly overpaid, or because a large sector of the public would not care whether faculty withdrew their services.

"The fact is that at the present time, faculty appear to have no taste for strike action. If this is the case, then it is not possible for faculty collective bargaining to be anything more than an exercise in futility."

He also doubts the effectiveness of an alternative two-stage province-wide salary negotiating formula being explored by the Ontario Confederation of University Faculty Associations (OCUFA) and the Council of Ontario Universities (COU). The first stage of this system would involve the negotiation of a salary settlement endorsed by both OCUFA and COU. The second stage would involve the presentation of that recommendation to the provincial government.

Carter questioned the viability of such a system and asked what procedures would be invoked if an impasse were reached. He said "the second level of negotiations appears to be more an exercise in lobbying than collective bargaining."

Gilbert Levine, research director of the Canadian Union of Public Employees (CUPE), likened professors to "intellectual workers in an academic setting" and agreed with those who said collective bargaining will enhance rather than diminish academic freedoms. He gave as an example, CUPE's first collective agreement on behalf of professors, now in effect at Bathurst College in New Brunswick.

In it, academic freedom is spelled out as a contractual right. Professional civil liberties for the academic staff and complete freedom in the classroom to discuss a subject, are guaranteed, he said. The professor has the sole right to determine course content and has full freedom in research and publication, free from institutional censorship, discipline, harassment, and intimidation. Levine points out that these and many other rights are protected through grievance and arbitration procedures.

"Faculty will have to join forces with organized labour"

He added, however, that in order to become real unions, faculty associations—together with the Canadian Association of University Teachers—must join the organized labour movement.

"If academics expect to be effective bargainers, this cannot be done in isolation from the rest of the labour movement. Faculty will have to join forces with organized labour."

"What has in the past and what threatens in the future to divide and isolate university professors from organized labour is the fact that being middle-class and professional in outlook results in an elitist mentality. The result of this mentality is that academics labour under the myth that they are better than other workers and deserve to be paid more."

Their urge to unionize stems from "a sense of protectionism, not from a sense of unity and solidarity with other segments of the university labour force," Levine added.

"The faculty of Canadian universities....will not be permitted to protect their middle-class interest by crawling over the bodies of other staff. The only way this confrontation can be avoided is if the bargaining agents for faculty have the foresight to attain a broad community of interest with other staff, instead of remaining in elitist isolation. By joining labour, faculty will then become part of the real outside world instead of the perpetual world of Alice in Wonderland and Academia."

Jean Boivin, a professor in the Department of Industrial Relations at Laval University, said that faculty

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University professors are threatened by the same economic pressures as the rest of the labour force

members at francophone universities in Québec have been the leaders in unionizing professors in Canada.

Faculty members at the francophone universities were among the first to recognize that increased government influence in the university could jeopardize their position of influence.

Boivin suggested that Canadian professors could look to the United States as well as to Québec for models of faculty unions. In the U.S. he estimates 20 per cent of faculty are unionized, a trend that started in 1966 and is particularly evident in government-funded institutions.

He noted that faculty unions in the U.S. tend to affiliate with one of three major groups, the AFL-CIO-affiliated American Federation of Teachers (AFT), which has 24 per cent of the faculty unions; the National Education Association (NEA), which has 34 per cent; or the American Association of University Professors (AAUP), which has 9 per cent. He predicted that these three organizations are likely to merge to form one national union of primary, secondary and post-secondary teachers. The faculty union at the University of Québec at Chicoutimi is the only Canadian university to adopt this approach by affiliating with its province-wide teachers union, the Centrale de l'Enseignement du Québec (CEQ).

Faculty members at the francophone universities were among the first to recognize that increased government influence in the university could jeopardize their position of influence

On the subject of collective agreements, Boivin said in the U.S. they tend to be much more detailed and specific than in Québec. In addition to outlining the rights, duties, and freedoms of faculty members, some U.S. contracts specify in detail criteria for judging faculty members' "academic performance." These include an assessment of the faculty member's classroom instruction, administrative duties, research, scholarly writing, student guidance, course and curricula development, creative works, and public and professional activities in the individual's field of specialty. In addition their classroom teaching can be assessed after the professor has been given 24 hours notice.

Boivin concluded from his studies of faculty unionism in Québec and in the U.S. that there has been a resolution of virtually all philosophical conflicts between collective bargaining for professors, and the aims and objectives of the university. He predicts the trend toward unionization of faculty in both countries will continue to grow.

Donald Savage, executive secretary of the Canadian Association of University Teachers (CAUT), seemed to sum up the discussion when he commented that "it's not a question of whether or not collective bargaining is here, but how it is to be used to solve existing problems now that it is here." lg

Nova Scotia Committee

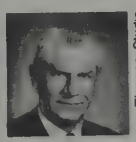
A Positive Force In Industrial Relations

by Jack Williams

The search for new ways to improve communication between labour, management and government warrants a look at the unique and long-established Nova Scotia Joint Labour-Management Study Committee. This group, in existence for 13 years, is a vehicle for lively and meaningful exchanges between labour and management. It has been effective in converting negative situations into positive action and has been a constructive influence in the formulation of the province's labour legislation.

The committee hasn't solved all of Nova Scotia's industrial relations problems, nor has it created a buddy-buddy relationship between labour and management representatives. Talk across the committee table is vigorous and at times the language is colourful, but there is a new degree of respect between these two groups, despite their opposing views.

Jack Williams, former public relations director for the Canadian Labour Congress, is a freelance writer.



Thomas Studio

Guy Henson, for many years chairman of the committee, says there are "serious differences and real aggravations, but these people have found they can talk creatively and constructively. A lot of the differences are more imaginary than real."

"A lot of the differences are more imaginary than real"

In one respect the Nova Scotia committee differs from most, if not all other, labour-management groups in Canada. In Nova Scotia the "impartial" third party is a university agency, rather than a branch of government. Dalhousie University's Institute of Public Affairs is the catalyst that has brought labour and management together.

The university is careful to provide no more than essential housekeeping services, leaving as much as possible to committee members. The committee stays away from specific bargaining issues, feeling this is solely the affair of the parties directly involved.

Says committee chairman Kell Antoft: "The idea of the joint committee is to create some kind of consensus about the rules of the game, not to become involved in playing the game."

There is strong opinion in the province that the committee has helped to improve the industrial

relations climate. Here's a good example of how the Committee operates: Action of the Nova Scotia Labour Relations Board in issuing "cease and desist orders" in wildcat and illegal strikes had come under bitter criticism at the 1974 convention of the Nova Scotia Federation of Labour. Delegates described the practice as "a cheap form of anti-labour injunction" and instructed the executive to try to have the Board stripped of such powers.

The "impartial" third party is a university agency

The subject was raised at a meeting of the joint committee. Management representatives were opposed to a change, arguing that some form of mechanism was needed to get people back to work in illegal strike situations. But the discussion led to a consensus that illegal stoppages resulted from a failure of the normal grievance procedure—a breakdown in communications.

Both labour and management representatives agreed to recommend to the Board that when a "cease and desist" order was issued it should include a provision compelling the parties to meet at once to deal with the matter in dispute. This proposal was accepted by the Board and, as a result, what had been regarded by the unions as an anti-labour device has now been converted into a method for the speedy settlement of troublesome disputes.

In 1962, when the Committee was established, both labour and management were fearful of restrictive legislation. Judge A.H. McKinnon, a prominent Nova Scotia jurist who had undertaken a study of labour legislation for the provincial government, reached the conclusion that legislation alone could not solve industrial relations problems. Rather, he said, there should be reliance on "the ability and capacity of labour-management representatives to mutually agree upon a satisfactory method to guide their relationship to a major degree without statutory regulations and control." This philosophy continues to define the committee's modus operandi.

The alternative, McKinnon warned, would be "more and more restrictive legislation to meet every demand and crisis until the conduct of labour-management relations is straight-jacketed into a code of laws . . . and true collective bargaining, which all labour enactments are intended to foster, is wholly eliminated."

It was in this atmosphere that Dalhousie's Institute of Public Affairs sponsored a labour-management conference in 1962. Dalhousie lays claim to being the first university in Canada, and possibly the third in North America, to work jointly with labour and management.

Although Nova Scotia in 1937 became the first province to adopt a Trade Union Act establishing the legal right to organize and bargain collectively, McKinnon, in his address to the first joint conference, cautioned: "In recent years there has been a strong tendency by statutory regulation to intrude into the field of decisions jointly arrived at by employer and employee, and to whittle away at the preserve that was originally intended to be within the scope of collective bargaining. It must be admitted that this intrusion, in many cases, resulted from urging and pressure by unions and employers, each seeking to improve their position.... Differences were accentuated, antagonisms deepened, and the breaches between employer and employee widened. The camel's head of restrictive legislation was allowed....into the tent, and there is now a danger that it may take over the whole tent."

Both management and labour saw and feared such a possibility, and this became a motivating force in the decision to form a joint committee based on three principles:

- The joint labour-management consultative approach is the only sound way to build good industrial relations in Nova Scotia.
- Workers have the right to organize for collective bargaining in the union of their choice.
- Investors are entitled to a fair return.

The primary key to the committee's operations was agreement on a moratorium on separate representations for legislative changes. This agreement later came under severe criticism from both sides, but essentially it remains in effect.

On a number of occasions there have been joint labour-management representations to the government for changes. In some instances one party or the other has made representations, but with the full knowledge of and prior consultation with the other party. This has largely removed labour-management differences on legislation from becoming a matter of public confrontation.

The committee's course since 1962 has been far from smooth

But the committee's course since 1962 has been far from smooth. Its records indicate a movement from one crisis to another; but it has survived and appears to have emerged stronger than ever.

The most recent, and in some respects most serious, crisis occurred

The role of the committee came under review at the 1973 Federation of Labour convention

in 1973, when the government unexpectedly introduced changes in the regulations governing the certification of craft units. This was seen by members and supporters of the committee as undercutting its role. There had always been prior advice, and usually consultation, before such changes were introduced. The Nova Scotia Federation of Labour charged the government with knuckling under to the demands of multinational corporations, which had recently appeared in the province and were changing its industrial complexion. Because the new and larger corporations had their own industrial relations policies and techniques and were not ready to subscribe to the committee's co-operative approach, the role of the committee came under review at the 1973 Federation of Labour convention. It was decided to end the moratorium on representations for legislative changes, but to continue for the time being at least, to participate on the committee.

Ed Johnston, chairman of the committee's labour section, told the convention: "Through the consultative process provided by the joint study committee, labour can continue to get effective results—good for labour, good for the economy, and not bad for management, in fact good for that section of management willing to listen, to reason, and to consult with labour in a sensible way."

He added: "We set out to improve the institution of free collective bargaining—God knows it needed improvement—and we have succeeded in many ways. The success of the joint study committee is shown by the way the multinationals, the absentees, and the local anti-union people in league with them, have set out to by-pass it and destroy it."

But the committee was not destroyed. Management representatives joined with labour in protesting the legislative changes that the unions found so objectionable. Then, in what seems to be a characteristic manner, they went on together to formulate alternative regulations that were eventually accepted by the government.

About the same time, the committee underwent major reorganization. The chairman and key personality had been Dr. Guy Henson, director of the Institute of Public Affairs. He decided that the time had come for him to step aside, and the chairmanship was assumed by Kell Antoft, also associated with the Institute. Antoft has the advantage of previous experience as editor of a union paper, as a union trustee, and as owner and operator of a business. Both labour and management representation on the committee has changed and the committee is reassessing its role and activities.

The committee functions on a carefully structured basis

Labour representatives are named by the Nova Scotia Federation of Labour and report regularly to the Federation. Leo McKay, the Federation's executive secretary now heads the labour group on the committee. On the management side, three nominations are made by the Canadian Manufacturers' Association, two by the Nova Scotia Construction Association, and others by special invitation. D.A. Eisenhauer, president of the Atlantic Bridge Co. Ltd., Lunenburg, heads the employer group.

The committee functions on a carefully structured basis. Monthly meetings are held, with labour and management caucuses meeting separately in the morning, without any representation from the university. At noon the executive meets to draft an agenda, and the committee meets as a whole in the afternoon. By that time the delegates have had the advantage of their caucus discussions.

Antoft explains: "Concern was expressed initially that such a role for the caucuses might mean things were too cut and dried, but the contrary is true. They are aware of the documentary background, they have had their minds opened to it, so when they talk to the other side they are prepared for a discussion that is based on some knowledge, not just impressionistic.

"The committee deals with the legislative framework within which collective bargaining takes place, and the possibility of removing obstacles to bargaining and to the free exchange of opinion.

"Apart from this, we have looked at some things, for example, technological change, in a somewhat longer time frame. In the long run, this is an even more important function—the introduction of new concepts and a departure from a set pattern of thinking. On the one hand, technological change is seen as a threat to jobs; on the other it may provide an opportunity for industry to be more viable and to provide more jobs. So it's worthwhile to bring those two conflicting viewpoints together, to drag them out into the open and look for some way to ensure the changes are beneficial to both labour and industry.

Special studies have been an important part of the committee's program. In 1966 a comprehensive report, *Automation and Worker Displacement*, dealt with the impact of technological change both within a company and on the community.

A recent concern of the committee has been the problems of bargaining within the public service

There was general agreement on principles providing for the encouragement of technological advances, but with protection for people who might be adversely affected. In essence, the recommendations differed little from those flowing from other studies, but the significance of this report was that it was the outcome of a joint labour-management effort.

A more recent concern of the committee has been the problems of bargaining within the public service. Representation on the committee has been predominantly from the private sector, with no public employer representation. Efforts are now being made to establish better balance. In this area the committee has found itself in somewhat of a quandry. While hesitant to project itself into another jurisdiction, there has been a strong feeling that difficulties being experienced in public service bargaining were likely to have an adverse effect on the entire process of collective bargaining.

A special subcommittee that conducted an informal enquiry into public service bargaining recommended appointment of an Emergency Disputes Commission that might, at the instigation of the government, conduct an enquiry, either before or during a stoppage. In some instances, the government might order a 30-day suspension of the stoppage pending such an enquiry. The commission's report to the government would be made public in the hope of influencing a settlement.

Subsequent action, failing an agreement, would be the responsibility of the government. The subcommittee's emphasis was on methods of objectively establishing fair comparisons between wages in the public and private sectors, rather than on any denial of the right to strike. The report was put forward, not as a cut-and-dried formula, but as a suggestion that might form the basis of further discussion. The Committee sees this as one of its more important functions.

Acceptance of the Committee's role, however, is by no means unanimous. A management spokesman explained: "Industries that have been on the Committee for quite a few years are strongly interested in it and there is a large measure of agreement about its usefulness. The divisive force has come in the last few years from multinational and American companies. They are either skeptical about the committee or just outright opposed. Some of these companies don't believe in unions at all. I do think that now some representatives of these companies are beginning to see a positive role for the committee."

On the labour side, a minority views the committee with deep suspicion, as it does any contact with management. The committee is seen by some of these opponents as a possible weakening influence of the class struggle.

There are also hints of government coolness toward the committee, possibly because of the strength created by a combination of labour and management. It is suggested that, in such circumstances, the political tactic of playing one off against the other loses its impact, and proposals made by the parties jointly are difficult for a government to reject.

But most of those who have been closely associated with the committee have strong convictions about its value. Labour can point to important legislative changes that have been influenced by the committee, management representatives are inclined to emphasize the improvements in communications that they believe have resulted.

Unquestionably, a practical channel of joint communication has been established with the government. When a new Trade Union Act was being considered in 1972, copies of the draft legislation were provided to the committee on a confidential basis. A detailed study was conducted jointly by labour and management, with more than 40 meetings held. Eventually, the committee reported back to the government and was in agreement on all but a few points on which separate opinions were expressed. This process was essentially different from that customarily followed by governments in holding separate discussions in very broad and general terms with each of the parties.

Acceptance of the committee's role is by no means unanimous

This line of communication is kept open and the committee now holds quarterly meetings with the Minister of Labour, a practice that appears to benefit all parties.

Despite careful avoidance of actual bargaining situations, it is maintained that the committee's activities have contributed to a more healthy bargaining atmosphere.

One committee member put it this way: "There is mutual respect. When problems come up, which they certainly do in bargaining and other relationships, as well as in strikes, there is much freer contact between the parties. I know of several strikes that have been averted or settled in this way just in the past few months."

A few years ago, Nova Scotia's most serious industrial relations problems were largely in the construction

dustry, where legal and illegal strikes ere widespread. The joint committee as since declared itself in favour of oint accreditation of construction mployers, even though this is pposed by some of the unions nvolved. In general, the construction icture in the province has improved oticeably.

The overall contribution made by the committee is attributed in no small degree to the leadership and inspiration provided by Dalhousie's Institute of Public Affairs. There is general agreement that in its role as a catalyst the university has a distinct advantage over a government that might be suspected by both labour and management of having ulterior motives.

Unquestionably, a practical channel of joint communication has been established with the government

Other advantages are the moderate size of many of the province's enterprises, the geographical concentration and the personalities of the people involved.

The committee's future seems assured, though its effectiveness may depend to some extent on the resources available. One of the greatest needs, and one common throughout Canadian industrial relations, is for more extensive research facilities. Committee chairman, Kell Antoft, sees opportunities in this direction, which would not only strengthen the body but be useful to others.

While the Nova Scotian pattern may not be practical in all its details in other areas, there can be no doubt that the experience in that province has provided a valuable example, and proof of the possibilities of a greater degree of labour-management co-operation. lg

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"It's nice he has a PhD...but I wish he had a union card."

A Pragmatist's Guide To the Current Inflation

by Robert J. Davies

There is a well-known, if somewhat sarcastic comment, particularly familiar to those with responsibility for the formulation of government policy, to the effect that if you were to ask 10 economists for an analysis of our current problems you would get at least 11 different answers. There is little doubt that the same quip could be applied equally well to politicians, and indeed nowhere is this likely to be more true of either group than with respect to their pronouncements on the question of inflation. But while one expects to find widespread disagreement among politicians, it is perhaps somewhat disturbing to find economists perpetually bickering over the likely causes and prospective cures of such a fundamental problem.

In actual fact, this state of affairs is really not all that surprising, because economics is a notoriously inexact science. Fundamentally opposing theories often seem capable of explaining the same set of

Robert J. Davies is an economist and freelance writer

circumstances with an equal degree of plausibility. Moreover, such statistical or econometric evidence as is available invariably seems capable of providing apparently irrefutable confirmation of the rival predictions of the opposing sides of the debate. This state of affairs is hardly calculated to inspire confidence in economists. Indeed, it would appear that the only thing to emerge with any certainty from all this debate is that the day has not yet arrived when, as Keynes somewhat optimistically remarked, "economists might...manage to get themselves thought of as humble, competent people on a level with dentists."

At any rate, there can be little doubt that economists have succeeded in establishing themselves as a very powerful force in determining the course of the government's economic policy, and neither their views nor their subject can be dismissed lightly. With this in mind, the present article attempts to set out the major theories and policy prescriptions advanced by economists in relation to our present inflationary predicament, in the belief that while none of the rival theories is capable of providing a fully satisfactory explanation, none can be dismissed as completely irrelevant.

The Monetarists—the money supply and inflation

One of the leading protagonists in the inflation debate is the "Monetarist School", which argues that the root of our present predicament was the

excessive expansion of the supply of money to the economy. The major culprit in this process is seen as the federal government and in particular, its failure to successfully limit the rapid growth of its own expenditure. The Monetarists claim that this has led the government to succumb all too frequently to the tempting expedient of expanding the money supply in order to finance its deficits.

The resulting increases in the quantity of money have had the effect of stimulating demand in the economy by increasing the public's cash balances and thereby encouraging both individuals and firms to increase their consumption and investment expenditure. Unfortunately, if the productive capacity of the economy is already fully utilized these increased demands will merely serve to raise prices. Needless to say, this process is not instantaneous, but occurs only after a whole series of complex adjustments have been made to the economy. In general, therefore, it may be up to *two years* before the inflationary effects of the excessive money supply expansion are felt in the economy.

The policy prescription that derives from the Monetarist analysis of inflation is simply that the growth in the money supply should be brought broadly into line with the long run growth in the economy's productive potential—a situation that is much more likely to be accomplished successfully if government expenditure is under effective control. If this rule is religiously followed, or so the Monetarists claim, then inflationary pressure can be gradually expurgated from the economic system.

The process through which this anti-inflation policy is thought to operate is easily stated. As the monetary authorities begin to restrict the growth of the money supply below the rate that is necessary to finance the current rate of inflation, both individuals and businesses will begin to experience cash problems. Their natural response to this situation will be to cut back on their expenditure plans and by so doing, they will reduce the degree of excess demand in the economy.

Again it should be emphasized that this process is not instantaneous and will take time to work itself through the system. Thus it may be necessary to live with fairly high rates of inflation for some months. To the Monetarists this is simply the price that must be paid for past monetary profligacy. It is claimed, however, that a significant easing in the rate of inflation will start to appear after approximately two years.

It is important to note that as far as the Monetarists are concerned, excessive growth in the money supply is the sole cause of inflation. It follows from this, that strict government control of the economy's stock of money is, in fact, the *only* effective way to tackle inflation. There is little doubt that this prescription has a great deal of appeal, especially since it implies that the government can control inflation without recourse to complicated tax changes as an instrument of demand management, or such potentially messy devices as wage and price controls.

The Keynesians—wages and inflation

According to the Keynesians—the other leading protagonists in the inflation debate—the situation is not nearly so simple. To this school of economists, which derives its name from the famous English economist John Maynard Keynes, the major catalyst in the inflation process is the bargaining power of trade unions, and their related ability to effectively raise the general level of wage rates. Again the key elements of the theory are easily stated. The prices of most goods and services sold in the economy are viewed as being determined largely by their respective costs of production plus an appropriate profit markup. Then, since labour costs are a major element in overall production costs, it follows that any increase in wage rates that is not accompanied by a corresponding improvement in productivity must either lead to an erosion of profit margins or to an increase in prices. Thus, while trade union pressure to raise wages might initially be successful in winning a larger share of the national income for labour at the expense of profits, if it is allowed to continue it must eventually cause an increase in the general price level. It follows that if any policy to control inflation is to be effective it must be based upon the restraint of excessive wage claims. It should not be surprising, therefore, that the Keynesians are usually associated with the advocacy of some form of incomes policy as the only effective means of combatting inflation.

While the Keynesians place most of their emphasis on trade union pressure and its influence on wage rates, they do not consider the money supply to be totally irrelevant to the problem of inflation. But in contrast to the Monetarists, the Keynesians view its role as largely supplementary to that of wages. In an economy that is both socially and politically committed to full employment, the quantity of money is seen as a necessary accommodating factor rather than as a prime mover in the inflation process. The implications of this view are easily stated. If wages are increased as a result of trade union pressure, then employers will immediately find themselves faced with the need for additional cash to meet their new wage bill. Eventually, of course, they will aim to finance these increased labour costs by charging higher prices, but in the meantime they are forced to seek additional credit from their bankers.

However, if the government is keeping the money supply under strict control, additional credit will be hard to come by unless firms are prepared to pay very high interest rates. Under these circumstances, firms will seek to cut down on their current cash needs by cutting down on stocks, releasing surplus workers, and possibly even postponing current investment plans. Moreover, as interest rates rise and credit becomes both more difficult and more expensive to obtain, the public will be less willing to borrow to finance the purchase of durable items such as cars and television sets, or to take on substantial mortgage commitments.

Clearly, any firm that seeks to pass on its higher wage costs as higher prices in this sort of environment is likely to find the demand for its products dropping off significantly. Thus, employers are likely to seek further economies and may even be forced to cut back on their level of production. The inevitable result of this chain of events is a significant increase in the level of unemployment.

Needless to say, the development of such a situation would be an anathema to any government committed to the maintenance of full employment. Thus, it would appear the government has little option but to abandon its tight money policy and allow the quantity of money to increase to a level sufficient to effectively finance—and thereby validate—the excessive claims of the trade unions. According to this view then, the increase in the supply of money is merely the symptom of a wage-induced inflation rather than its cause.

The Monetarists do not dispute the fact that restricting the money supply is likely to cause a significant increase in the level of unemployment. However, they do not believe that to effectively control inflation by restricting the money supply implies that unemployment must be kept at a permanently higher level. They claim, in fact, that the increase in the level of unemployment would only be temporary and that it would eventually be possible to return to a situation in which an acceptably low level of inflation could be achieved along with full employment. Unfortunately, opinions seem to be divided when it comes to the question of just how long "temporary" is likely to be.

The Monetarists—the irrelevance of wages

While the Keynesians are prepared to accept that the quantity of money plays an important role in the inflation process, the Monetarists are adamant in rejecting any significant role for wages. They claim that it is hard to understand what interest trade unions could have in initiating a wage-price spiral that does nothing to improve their real wages, but which might greatly increase the risk of unemployment. This should not be taken to imply that if real wages have already been eroded as a result of past excesses in money creation, that unions will not make every effort to restore lost ground. Of course they will, but this catching-up process is claimed to do nothing by itself to cause inflation. Trade unions, in fact, are seen as the victims of inflation rather than its instigators.

A return to the dismal science

Though it provides little comfort, there is apparently one point on which both the Monetarists and Keynesians are in reasonable agreement—if inflation is allowed to continue unchecked for very long it is liable to stimulate the creation of inflationary expectations. These expectations, if sufficiently firmly held, will lead firms and unions to raise wages and prices by the amounts they anticipate will compensate them for future increases in the rate of inflation. Once this happens, it is likely that the expectations will become effectively self-realizing and inflation is therefore liable to become progressively worse.

Moreover, the higher the rate of inflation is allowed to climb before action is taken, the more Draconian the remedial measures, in terms of either unemployment or controls.

Although economists find it hard to agree on exactly *what* should be done to tackle inflation, they are generally unanimous about the fact that *something* will have to be done fairly quickly if the situation is to be prevented from deteriorating.

There is little doubt that the economic situation has, in fact, been deteriorating in recent months. Unemployment is running at more than 7 per cent, and the inflation rate, with prices currently 11 per cent more than last year, has shown no sign of moderating. However, one can readily sympathize with any politician who is faced with the problem of making a policy decision under these circumstances. The choice between wage and price controls on the one hand, and tight control of the money supply, with the risk of substantially higher levels of unemployment on the other, is indeed unenviable, particularly when there is no real quarantee that either policy will necessarily be successful in reducing inflation.

The only thing one can be reasonably sure of in this situation is that the final decision, whatever it may be, is bound to antagonize somebody. Such a state of affairs is unlikely to galvanize the average politician into action and is, in fact, more likely to have the opposite effect of simply reinforcing the natural political tendency toward inertia.

But if the government must act, what is the best policy to adopt? The only

way to assess the relative merits of the rival schools of thought, and therefore the most appropriate policy response, is to examine the evidence. Most of the information relevant to this task is included in the table below.

The figures for the annual rate of change in the Consumer Price Index indicate that the escalation in Canada's inflation rate began fairly modestly in 1972, when the annual rate reached about 5 per cent. Thereafter, the pace of inflation began to quicken, accelerating to 7.6 per cent in 1973 and to nearly 11 per cent in 1974. According to the Keynesians, this trend should have been closely paralleled by a similar escalation in wage rates. But examination of the figures for the growth in average wage settlements suggests that the acceleration in wages did not really start in earnest until 1974, after the present inflation had already begun. Consequently, wages do not appear to have been a significant causal factor in the earlier stages of the current inflation. We must therefore look elsewhere for the major culprit.

If the Monetarist explanation of the inflation process were correct, we should expect to find evidence of money supply expansion significantly in excess of the growth rate in real gross national product occurring approximately two years prior to the initial acceleration in the inflation rate. An examination of the evidence on money supply growth confirms that this did in fact occur.

In 1971, the authorities allowed the money supply to grow at a rate that was more than twice that of the growth in real G.N.P. Moreover, this trend was allowed to continue unchecked right up until the second half of 1974, despite the fact that the economy was operating very close to capacity. A likely clue to the reason behind this policy is given by the unemployment figures for the period. Throughout the 1971 to 1974 boom, unemployment remained at a level that was abnormally high by historical standards. It was, in fact, higher in the boom year of 1972—when real G.N.P. growth reached 6.0 per cent—than it had been during the mini-recession of 1970 when real growth was only 2.5 per cent. The implication of this development would seem to be that the unemployment rate ceased to be a good indicator of the level of capacity utilization during the 1971 to 1974 boom, a point that could have important policy implications for the future.

It would seem that the Monetarist explanation of the initiation of the inflation process gains a good deal of support from a simple analysis of the evidence. This success notwithstanding, it may be questioned whether excessive money expansion alone is capable of explaining the size of the inflationary spurt that occurred in 1974. In fact, the evidence suggests that there were three other major contributing factors:

- quadrupling of the world price of crude oil by the O.P.E.C. nations, though Canada suffered much less severely from this source than most other industrial countries;

- very large increases in both domestic and imported food prices that occurred as a result of 1974's disappointing harvests;

- rapid escalation in the level of domestic wage settlements, a factor whose significance increased considerably toward the end of the year. In the fourth quarter of 1974, wage settlements were running at

Year	Annual rate of change in C.P.I.	Average increase in wage settlements	Growth in Real G.N.P.	Money Supply Growth (M.)	Unemployment
	%	%	%	%	%
1967	3.6	8.3	3.3	9.7	4.1
1968	4.1	7.9	5.8	4.3	4.8
1969	4.5	7.7	5.3	7.4	4.7
1970	3.4	8.5	2.5	2.3	5.9
1971	2.9	7.8	5.8	12.8	6.4
1972	4.8	7.9	6.0	14.0	6.3
1973	7.6	9.8	6.9	14.4	5.6
1974	10.9	14.2	2.8	9.6	5.4
1975	12.9*	18.8*	–	10.6*	7.2*

* Figures for the second quarter of 1975 at annual rates.
Source – Bank of Canada Monthly Review.

17.5 per cent above their level of a year earlier—approximately 6 per cent higher than the going rate of inflation.

This rapid escalation in the level of wage settlements reflected a two-pronged catching-up process. Firstly, labour's share of the national income had declined noticeably during the boom years of 1972 and 1973, and secondly, many workers had not yet received full compensation for past rates of inflation.

Compounding this process, however, was the increased concern of organized labour over the pattern of wage relativities. This development, which led to a continual upward adjustment of wage differentials to one another, unfortunately appears to have become a permanent—and highly inflationary—feature of the collective bargaining system. Consequently, while one must reject the proposition that excessive wage settlements were a significant factor in the initial stages of the current inflation, it is hard to escape the conclusion that they have now become a major sustaining and stimulating force.

The policy implications

Insofar as these conclusions lend support to both Monetarist and Keynesian views of inflation, they are unlikely to be accepted by either. They are, however, likely to meet with the approval of a third group of economists whom, for the sake of argument, we will call "the Pragmatists." As their name suggests, they are by far the most eclectic of the three groups, adopting what they see as the most relevant features of the extreme Monetarist and Keynesian arguments. Because it is the most moderate of the positions on inflation, the eclectic is also the safest in terms of policy implications. It is, therefore, the position that is likely to have the greatest impact on government policy.

The first rule of the eclectic approach is that one should beware of all monocausal explanations. There is unlikely to be one single cause of inflation, but rather a whole host of causal and contributing factors. It follows that no single policy prescription is likely to provide a complete solution to the problem. Ideally, what is required is a series of measures capable of tackling all the major factors contributing to the inflation problem.

The first requirement is a policy to restrain the excessive growth of money incomes. This, of course, raises the thorny issue of wage controls, a topic that has always been an anathema to organized labour. However, the current rate of acceleration in the level of wage settlements must be checked if inflation and unemployment are to be prevented from worsening. The precise form that such a policy should take is really outside the scope of this brief essay, but for it to stand any real chance of success it must tackle in a realistic way the imbalances that comparative bargaining has caused in the collective bargaining system.

An additional requirement of any effective policy of wage restraint is that it make a significant contribution to breaking the hold of inflationary expectations. But, the policy must operate within an overall framework of economic restraint in order to avoid the resurgence of inflationary pressure from other sources. To put it bluntly, a policy of wage restraint should not be used as a substitute for the non-inflationary management of demand. Thus, as the economy starts to recover—and it now seems unlikely that this will happen before mid 1976—attention should be paid to restraining any tendency toward the excessive growth of aggregate demand in order to avoid placing undue pressure on the economy's productive capacity. Moreover, there must be a recognition of the fact that adequate control of aggregate demand cannot be achieved without a temperate policy regarding the growth of the money supply. Needless to say, this objective would be achieved much more readily, if government expenditure were to be put under tight control.

Since wage controls can only be temporary, every effort must be made to avoid inflationary wage pressures from accumulating as the pace of economic activity quickens. The most effective way to achieve this would be to avoid a situation in which organized labour felt obliged to exert pressure to catch-up. So every effort must be made to ensure that labour's share of national income is not unduly squeezed, as output expands and productivity improves.

Finally we turn to the critical issue of unemployment. The evidence from the past boom suggests that full capacity output is now consistent with a much higher level of unemployment. Whatever the precise explanation for this unemployment may be, it is obviously *not* the result of inadequate aggregate demand and therefore cannot be solved simply by expanding the supply of money. What is required is a more specific policy aimed at retraining and redeployment, which thereby acknowledges and reflects the changed nature of the unemployment problem.

Clearly these measures can do little to solve the inflationary problems caused by such unpredictable and uncontrollable forces of nature as bad harvests and international oil cartels. However, it is impossible to escape from the fact that a basically sound economy is much better able to weather such external shocks than one made excessively vulnerable by imprudent economic management. The pragmatic program of measures outlined above could make a real contribution to solving the problems that are presently plaguing Canada's economy. All that is required is the political will to adopt them. lg

What Price An Incomes Policy?

by Robert J. Davies

Despite many predictions to the contrary, the pace of wage inflation in Canada has shown little sign of abatement in recent months. Wage settlements during the second quarter of this year continued their remorseless climb into double figures, reaching an annual average rate of 18.8 per cent as measured over the life of major collective agreements. Indeed, the wage inflation figures for the first year of new contracts indicate that the 20 per cent barrier was passed during the second quarter of this year with wage settlements rising at an alarming 22.2 per cent annual rate—more than *twice* the current rate in the United States.

A particularly disturbing feature of the present situation is that this strongly rising trend in wage settlements is set against a background of economic stagnation and declining output. During the second half of 1974, no growth was recorded in real G.N.P., and in the first quarter of 1975, output was actually running at a level 2 per cent below that of a year earlier.

If present trends in the pace of wage settlements continue, with no offsetting improvement in labour productivity, it is inevitable that the gap between unit labour costs in Canada and those in the United States will widen progressively, and with this will come a rapid deterioration in Canada's competitive position. The lesson is clear: unless Canada is able to reduce the present pace of wage inflation, it will find itself with a worsening balance of payments deficit and the prospect of record levels of unemployment.

It is widely accepted that the pace of wage inflation can be at least partially explained by the degree of trade union militancy. If, however, a good labour relations record is a necessary prerequisite for the voluntary moderation of excessive wage demands, the prospects for Canada are not good. Last year, 9.3 million man-days were lost through industrial disputes, an increase of 62 per cent over 1973. In fact, 1974 turned out to be Canada's worst year ever for industrial strife, with some 2 million more days lost than in the previous record years of 1969 and 1972. Unfortunately, 1975 shows signs of being almost as bad. In the first six months of the year, nearly 3.5 million man days were lost through industrial disputes. While this figure shows some improvement over the 5.2 million days lost during the same period last year, there is little indication that any significant progress has been made toward the elimination

of the unhealthy climate of conflict that currently typifies labour-management relations in Canada.

The reasons behind this rather disturbing picture are not hard to find. Much of the trade union militancy of recent years can be traced back to inflation itself. Since the onset of high inflation rates, days lost through strikes have risen by 69 per cent as labour unions have tried desperately to catch up and stay ahead of rising prices. The circular nature of the problem is all too apparent. Virtual stagnation of output has meant that higher wages can no longer be financed painlessly out of economic growth. If labour collectively attempts to increase its share of the economic pie, then either profits must be reduced, or prices increased, or both. To the extent that increased wage costs are passed on in higher prices, the inflationary spiral is given yet another twist, one man's wage increase becoming another man's price increase. To the extent that increased wage costs are absorbed by reduced profits, investment falls and the recessionary spiral is given another twist, one man's wage increase becoming another man's unemployment.

Clearly, if all workers were to agree voluntarily to wage restraint, and all employers were to agree to limit price increases to amounts sufficient to cover increased costs, a major step would be taken toward the solution of our present problems. Unfortunately, there is little prospect that this situation will emerge as a natural response to the problem of wage inflation. Quite simply, there is no incentive for any individual economic agent to act in this way. A worker does not benefit from his own pay restraint, only from that of others. Indeed, if one group agrees to restraint while everyone else does not, that group alone suffers as a consequence. Conversely, if the majority observe pay restraint, any group that uses its power to extract a large settlement gains a real benefit that won't be eroded as everyone else tries to catch up.

To be fair to the unions, over the past three years, labour income has suffered significantly at the hands of rising prices. It is only reasonable to expect that workers will try to recoup past losses in purchasing power and seek to protect their future earnings against inflation. But, while the attitude of the labour movement is understandable, it does not alter the fact that the present level of wage

The present level of wage claims is in excess of what the economy can reasonably be expected to afford

claims is in excess of what the economy can reasonably be expected to afford. Some effective means of restraining excessive demands is evidently called for.

The policy most frequently discussed in the context of wage inflation is that of wage and price controls or guidelines (the exact wording depending on whether the policy is statutory or voluntary). Governments usually have a preference for a voluntary form of the policy, seeking to achieve a consensus with unions and employers on the limitation of wage and price increases. The response of the present government has been no exception to this.

Earlier this year, attempts were made to achieve some form of consensus with industry and the unions on the formulation of a voluntary program of wage restraint. Unfortunately, these attempts failed to produce an acceptable set of voluntary guidelines. Given this failure, however, an obvious alternative would have been to formulate a policy along statutory lines, backed up by the force of law. In fact, in his June 23rd budget speech the then finance minister, John Turner, declared that this approach had been actively considered, but was finally rejected because it was felt that the public conviction required for its success was unlikely to be forthcoming at that time.

To be realistic, the government's failure to achieve a consensus on wage controls was fairly predictable. Inevitably, the success of a voluntary program of restraint depends largely upon its acceptability to the unions. But, not surprisingly, they tend to look upon any such policy as a threat to their bargaining power and feel that acceptance of it undermines the confidence of workers in their leadership. This is particularly true in periods when there is a widespread feeling that wages have not yet fully caught up with rising prices. Consequently, while one is reluctant to write off completely the possibility of achieving voluntary restraint, the bulk of the evidence suggests that some form of statutory control will be required.

Governments are usually reluctant to instigate statutory controls, and the reasons for this are understandable. It is commonly believed that such controls antagonize organized labour and therefore run the risk of worsening industrial strife. This belief, however, is not confirmed in fact. Evidence from Britain suggests that, apart from the major confrontation with the miners in 1973-74, the number of days lost through strikes has generally been lower when incomes policies have been in operation. Thus it appears that, although unions are reluctant to enter into agreements on voluntary wage restraint, they are generally willing (albeit grudgingly) to abide by statutory ones.

Statutory controls are unpopular also with many economists, who claim that they interfere with the natural

The bulk of evidence suggests some form of statutory control will be required

functioning of the market and therefore distort the allocation of labour and capital, causing inefficiency. Although these criticisms are to some extent justified, it may be argued that the losses associated with unchecked wage inflation and growing unemployment far outweigh those caused by the inefficient use of labour and capital. Simply, it might be better to use resources inefficiently than not at all.

It would be wrong to suggest that there are no risks attached to statutory controls, but this is true of all types of economic policy. In any event, controls are usually considered only when it is judged that the problems caused by inflation outweigh those that the introduction of the policy is likely to engender. There is, however, one further point that is relevant in this connection, and it is a crucial one. Not all types of inflation can be successfully tackled through the use of wage and price controls, and a failure to realize this has led to a fairly widespread belief that controls are always ineffective. In fact, there is a reasonable body of evidence to suggest that incomes policies, if firmly applied, can have a significant effect in reducing the pace of wage inflation. The policy is not effective, however, in tackling non-wage inflation such as that caused by exploding world commodity prices. Indeed, looking once again at the British experience (and few countries have tried so many different kinds of incomes policy), it is clear that most attempts at pay restraint eventually came to grief as a result of the government's giving way to the unions in the face of a tide of imported inflation. This experience suggests that for an incomes policy to have its best chance of success it should be applied during a period when imported inflation is making a relatively small contribution to the total inflation rate; during a period, for example, when the flames of inflation are predominantly fuelled by escalating wage costs.

Granted that statutory incomes policy is an appropriate way of tackling Canada's present inflation problem, what form should it take? At a time when output is stagnant, it is not prudent to allow general wage increases to do more than keep up with the cost of living. One way of ensuring this is to introduce a system of universal wage indexation whereby for each 1 per cent rise in the Consumer Price Index there would be a corresponding 1 per cent rise in gross monetary earnings from employment. This determines the total amount of money that it is prudent to make available for wage settlements, but how should these funds be distributed?

The type of policy most frequently advocated is one that allows all incomes from employment to rise by the same percentage amount. In fact, however, this is one of the least desirable approaches to the problem of wage restraint. As suggested above, a significant part of the present rate of wage inflation can be attributed to comparative bargaining or, to be more precise, union attempts to correct what they consider to be an inappropriate pattern of wage differentials. Thus, the problem with a policy that allows all incomes to rise by the same percentage is that it merely serves to freeze these distortions into the wage structure. The implication is that as soon as controls are lifted, unions will once again attempt to eliminate these distortions, thereby producing a flurry of bargaining activity that may effectively negate most, if not all, of the previously won benefits of statutory restraint.

Under these circumstances a far better approach would be to allow all wages to rise by the same *dollar* amount. This scheme has the considerable benefit of favouring the lower paid who are, in any event, the group most likely to suffer financial hardship as a consequence of inflation. However, even this approach does not completely solve the problem of freezing distortions into the wage structure. Consequently, some means must be devised for effectively tackling any anomalies that may threaten to undermine the longer-run success of the policy.

It follows that an essential feature common to all statutory wage policies is a clearly defined procedure for handling "special cases".

Clearly, however, if any money awarded to special cases is in addition to full indexation, the rate of inflation will be raised, the extent depending on the size of the additional awards.

Moreover, any award, even though it may be to the lowest-paid, will inevitably contain some element of "relativity" or "comparability" and, as suggested above, Canadian unions are becoming particularly aware of this aspect of the wage structure. Granting generous awards to such groups might cause strong union resentment, leading ultimately to a breakdown of the policy. To mitigate this problem, there is a need for a *single authority* charged with the task of assessing the justification of claims for "special case" status and provided with a *fixed sum* to be distributed over a clearly defined period. The authority charged with such decisions would ideally draw its membership from both sides of industry, giving the Canadian Labour Congress in particular a substantial say in how funds were to be distributed. For a policy aimed at merely compensating for price increases, the appropriate amount available to the authority for disposal in special cases would be equal to

the allowable rise in real consumer's expenditure, plus any additional amount made available through increases in productivity.

To make the policy more palatable, some vetting of price increases would probably be required to ensure that they are justified on cost grounds. There are several problems here, however. There might be a temptation for the prices review body to seek to prevent or delay some justifiable increases. If this were pressed too far, it would clearly squeeze profits and might thereby reduce investment, with consequent adverse effects on productivity. Also, the very existence of the review body would serve to draw attention to price rises and may lead to dissatisfaction with the Consumer Price Index as a measure of inflation, and therefore with the level of compensation provided under the policy. This problem would be particularly acute if import costs were to accelerate again, since the review body would have little choice but to allow them to be passed on to the consumer in higher prices. So long as import prices remain fairly stable, however, the incomes side of the policy would serve to reduce the number of price increases generated by increases in labour costs.

Incomes policies, if firmly applied, can have a significant effect in reducing the pace of inflation

In view of the pressing need to break the hold of inflationary expectations, the benefits to be gained by introducing an appropriately formulated incomes policy at this time are considerable. Eliminating claims based on expected rates of inflation and comparative bargaining would remove a major inflationary force from the domestic wage scene. Reducing unit labour costs would have a beneficial impact on Canada's competitive position and thereby on the level of employment. Moreover, a policy based on indexing may actually serve to reduce union militancy by giving workers automatic increases in income when the cost of living rises, thereby guaranteeing their *real* incomes.

One final point must be made, however, and it is a crucial one: No incomes policy, whether it be statutory or voluntary, can ever hope to tackle the problem of inflation effectively unless it is applied in an economic environment that is generally conducive to restraint. So, in addition to a properly constituted incomes policy, significant steps must be taken to restrain excessive growth in government expenditure. Moreover, the federal government must also strongly resist any temptation to finance its deficits by simply printing money. If these two vital conditions are met, there is no reason why an incomes policy should not make a major contribution to improving Canada's economic performance. It would be foolish to deny that there are risks, but the potential benefits to be gained in the present economic environment are considerable. lg

Government Measures to Combat Inflation

As The Labour Gazette *went to press, the federal government announced wide-reaching legislative measures to combat inflation. The measures include:*

—Guidelines on **income** which set upper limits of 8 to 12 per cent on future wage and salary increases (Maximum increase: $2,400).

—Guidelines on **profits and prices** which specify that a firm is not permitted to increase prices by more than is necessary to cover increased costs of production.

—Income such as **rents, dividends, and professional fees**, are included in the guidelines.

—All **federal government operations** are under the guidelines and all provincial governments have been requested to follow the federal example.

—**Fiscal and monetary policies** have been designed to ensure economic growth is consistent with slowing inflation.

—**Federal expenditures** are to be restrained, and a hold-down on the hiring of public servants has been ordered.

—Structural policies have been designed to deal with the issues of **energy, food and housing**.

—The measures apply to all companies with **500 or more employees,** and to the entire **construction industry.**

Is There a Minimum Wage?

by Ivan Guay

Although payscales in Canada were low until World War II, they usually kept pace with the minimum a worker needed to produce food, clothing, and housing for himself and his family.

Since the war, however, the advent of social welfare benefits and an increased number of women in the workforce have effectively helped to lower the basic wage while at the same time boosting family income.

Employers have abandoned the traditional standard for wages given to a family man and now tend to pay men or women the lower wages formerly accorded to a single person with no dependants. They assume that today's married worker has a working spouse and receives family allowance payments to help support the children.

It is true that our economy, through unemployment insurance and free education, together with trade-unionism, has permitted a gradual increase in wages. But as incomes have increased across-the-board, the minimum wage has remained almost stagnant, except during the last two years when it was increased to keep pace with the tremendous rise in the cost of living. Indeed, the minimum wage in Québec was increased by the provincial government from $1.85 to $2.10, and then to $2.30 and finally to $2.60 per hour since June this year.

Although an income based on these rates is inadequate to support a married man with children, thousands of workers do not receive even this paltry basic salary. It is not enough for the state to legislate minimum wage increases—it should ensure that they are paid by all employers, something currently not being done.

The government of Québec, aware of the fact that the Minimum Wage Commission was ineffectual, ordered four studies to be made of the commission. The Mineau Company, entrusted with one of the investigations, last February submitted a report confirming what workers had known for a long time—the Minimum Wage Commission takes from four to six months to settle a grievance. This long wait is a serious matter for the low wage-earner. What is even worse is that the commission acts only if it receives complaints, and workers who request its intervention run the risk of losing their jobs—a not uncommon occurrence.

The result—as the Mineau report points out—is that very few workers look to the commission to obtain justice. Moreover, it is not in the interests of the commission to force employers to pay the minimum wage by taking disciplinary measures against them because it costs $4.10 to recoup $1 from employers. Fines are

Ivan Guay is an editorial writer for **La Presse,** *in Montreal.*

ineffectual deterrents and the commission has never tried to correct this ludicrous situation, which amounts to encouraging employers to break the law.

After 34 years, the Minimum Wage Commission is not only incapable of establishing a reasonable basic wage, but is unable to enforce compliance with even this low standard. This situation is all the more unacceptable when one considers that more than 60 per cent of workers are not unionized and depend solely on the commission to defend their interests.

Claude Castonguay, former Québec minister of social affairs, who conducted another of the enquiries into the Minimum Wage Commission, submitted a report last March advocating a substantial increase in the minimum wage. The analyses made by his researchers show that the pessimistic predictions of some alarmist employers were intended to keep the minimum wage at "slavery level." The Conseil du patronat du Québec, for example, claims that businesses have gone bankrupt and workers have become unemployed as a result of provincial minimum wage increases. Nothing of the sort occurred—the operators of businesses who make use of cheap labour have either not complied with the law or have over-extended the production capacity of their firms.

The Castonguay report not only advocates further minimum wage increases until a reasonable level is reached, but recommends a series of reforms intended to make the working conditions of low-wage earners more humane. It suggests limiting the workday to nine hours and the work week to 45 hours, with time-and-a-half for each additional hour of work. The Castonguay report also advocates eight holidays with pay a year, a minimum of 40 minutes for lunch after five hours of work, and advance notice of two weeks or the equivalent in money before any dismissal.

One of the most original recommendations is that the jobs of pregnant workers be protected. These women would be allowed to return to their jobs after a few weeks absence due to childbirth. Since the majority of those earning the minimum wage are young women, this recommendation reflects rare concern for their welfare by those who help regulate the economy.

The unions for their part consider that they do not have the means to organize those 20 per cent of workers who are at the bottom of the salary scale.

The federal and provincial governments, however, are beginning to show an interest in the income of these low-wage earners, not so much for the sake of social justice, but because the costs of social welfare are becoming too great a strain on the economy.

Although governments have started to order small increases in the minimum wage, these increases are too insignificant to encourage workers who receive social welfare benefits to find employment. The difference between the minimum wage and social welfare is too small. That is why the federal Government—in order to avoid the hostility of employers while attempting to solve the problem created by an increasing number of social welfare recipients—has thought of setting up a guaranteed annual income plan that may encourage them to work.

According to this plan, those who are not able to find employment for valid reasons—invalids, widows with children—would receive increased allowances, while those who are able to find employment would receive a supplement to their salary. The fact remains, however, that such a guaranteed annual income plan has a certain incongruous aspect, for it presumes that an individual who works does not receive an income that allows him or her to support a family.

The Canadian Chamber of Commerce has charged that a guaranteed annual income constitutes a repudiation of the "work ethic". It believes that a worker's salary should be left up to the employer alone. This attitude is not only anti-democratic, but short-sighted, because underpaid workers are also under-consumers who tend to reduce the demand for goods and services.

On the other hand, the Chamber of Commerce has charged that the guaranteed annual income plan is a scheme of grants to employers who pay the lowest wages. This is quite true, because it is equivalent to encouraging the underpayment of a large manpower sector. Some groups of employers—including the Conseil du Patronat du Québec—are not hostile to the federal project, because they maintain that some employers cannot pay higher wages and at the same time compete in external markets. In most cases, this argument is merely a pretext for paying the lowest possible wage. However, in cases where employers would truly be at a disadvantage in foreign markets, it would be more economical for the government to grant them export subsidies.

There is no minimum living wage in Canada—not only because the legal minimum varies with each province, but because governments do not even ensure employers comply with the legal minimum wage each province has established. Progress in this direction will be evident only when the minimum wage enables a person to raise a family on one income earned in a 40-hour workweek. Meanwhile, more and more families need two full-time breadwinners. lg

The foregoing was condensed from an article in **La Gazette du Travail**

New Tests of the Efficacy of Minimum Wage Laws

by E.G. West

E.G. West is a professor of economics at Carleton University, Ottawa.

The origins and purposes of Canadian minimum wage laws have to some extent become lost in history. Administrators of Canadian labour legislation at a conference in 1968 were generally agreed, however, that the main aim of the legislation was to reduce poverty. Yet even this target is imprecise, for it can be variously interpreted. Some would translate it simply into the policy aim of reducing inequality. This approach is now becoming popular in the most recent literature. Economist Robert S. Goldfarb argues that minimum wage laws should be judged by their *net* effects on distribution, that is by the benefits of the legislation minus the costs.* The main costs, he acknowledges are expected increases in unemployment while the benefits come in the form of higher wages to those remaining in the labour force. "If negative employment effects are sufficiently small and favourably distributed, they may be more than offset in the eyes of the beholder by gains in income to those remaining employed. That is, favourable income distribution effects may outweigh negative employment effects."

To many this will appear a peculiar interpretation of the original legislative objectives. Consider the following example. Imagine a community of five persons where the richest earns $5,000 a year and the poorest $1,000, while the fourth, third, and second persons earn $4,000, $3,000, and $2,000 respectively. The two individuals at the lowest income levels are classified as belonging to the poverty groups because their average income is $1,500, and the poverty level is deemed to be below $2,000. Next, consider a minimum wage law that:

- puts the lowest-income person out of his present job and forces him into employment for $500 in an occupation that is not covered by the legislation;

- but enables the next-to-the-lowest-income individual to earn $2,900 per annum.

On Goldfarb's criterion, this outcome would justify the legislation because it increases the *average* income in the poverty group to $1,700; in his terms such 'favourable' average income

*I.R.R.A. 27th annual winter proceedings 1975, pp. 261 - 268; Goldfarb reflects the views of Thomas Gale Moore, "The Effect of Minimum Wages on Teenage Unemployment Rates," *Journal of Political Economy* August 1971.

effect outweighs the negative employment effect.

By most definitions of 'equality', the outcome in our example would *not* pass muster. The 'Rawlsian' equity criterion for instance would clearly be violated. Under John Rawls's 'Difference Principle' all changes are allowed only so long as the lowest on the income scale benefits.* This principle clearly does not condone legislation that sacrifices the welfare of members of one group for the benefit of those in another, perhaps smaller, group as our example. Indeed, on the strictest interpretation of Rawls's criterion, the legislation would fail if even one person was made unemployed. The admission by Ontario's Labour Minister in October 1973 that each time the minimum wage is raised 'a few jobs are lost' would be regarded by Rawls as a confession of failure.

It is probably sensitivity to these points that has led researchers to determine with much more precision whether in fact the laws do cause *any* unemployment. Moreover, advocates of the legislation now face the new challenge of showing that minimum wage laws do not slow down the rate at which new jobs are created and that labour force participation rates are not reduced.

The most recent studies on the effect of the laws on employment have introduced significant econometric refinements. In economics, the well-known 'law of demand' predicts that fewer goods or factors will be demanded at a higher price than at a lower one. But now it is more readily recognized that the cutback in demand will take time after the minimum wages are increased because it takes time to substitute capital for labour. This has led the latest minimum wage analysts to introduce time-lags into their models.

"Employers prefer to reduce their work force by attrition rather than by firing workers"

In a 1973 study, economist Douglas Adie found that in the United States the elasticities of unemployment increased steadily up to 24 months after the increase in the minimum wage.* The unemployment elasticity was greater than the initial elasticity after 24 months for all teens.

An empirical study by Thomas Gale Moore also concludes that a rise in the minimum wage relative to other wages does in fact have an increasing impact over time. "Employers prefer to reduce their work force by attrition rather than by firing workers. The possibility of substituting more skilled workers has to be explored and the skilled workers found and hired. Therefore, a rise in the minimum wage could be expected to have an increasing impact for a while, but eventually the general upward movement in other wages should begin to offset the change in this statutory rate."

Some debate over Moore's findings has arisen from a study by Hyman Kaitz.* It is now believed that Kaitz, who found that the minimum wage did not have a significant impact on unemployment, obtained this result because he, unlike Moore, controlled for teenage population growth. Critics have conceded that teenage population has grown rapidly in the '50s and '60s, the period relevant to all the empirical studies considered here, and that there is a close chronological or timing relation between population growth and increases in unemployment. They argue, however, that the cause of the unemployment is still primarily the existence of a legal minimum wage. They contend that without any minimum wage the increased supply of teenage workers would be quickly absorbed because of wages that are flexible downward; each newcomer to the labour market would be able to price himself into employment. What unemployment that has actually occurred must therefore be due primarily to the minimum wages that have been enacted.

Goldfarb believes nevertheless that with such an expanding teenage labour force there must have been substantial frictional unemployment. No doubt, further empirical work remains to be done here. It is interesting all the same to observe the experience in countries such as Great Britain, which up to now have had no minimum wage laws. They have also witnessed marked increases in the teenage labour force in the '50s and '60s without dramatic frictional unemployment effects. According to the 1961 British census, the unemployment rate among young people between 16 and 24 was only 2.1 per cent. Such a low figure has never been approached in post-war America or Canada. In Canada the unemployment rate for young people of a similar age group has typically been at least five times as much. The unemployment rate for American teenagers in 1971 was 16.9 per cent.

...the cause of the unemployment is still primarily the existence of a legal minimum wage

* John Rawls, *A Theory of Justice*, 1971, page 75.
* Douglas Adie, "The Lag in Effect of Minimum Wages on Teenage Unemployment", *Journal of Political Economy* April 1973.
* Hyman Kaitz, "Experience of the Past: The National Minimum," in *Youth Employment and Minimum Wages*, Bureau of Labor Statistics Bulletin, 1657 (1970) pp. 30-54.

Teenage unemployment is generally believed to be particularly sensitive to statutory minimum wages because the teenage group contains a disproportionate number of unskilled and inexperienced persons who feel the impact of the legislation most strongly. Unemployment among teenagers in both the U.S. and Canada is not only high but has been climbing steadily since World War II.

The search for a satisfactory explanation of this increase has resulted in a further refinement in current research—the new recognition that the unemployment effects of minimum wages are likely to increase as the coverage expands. The tendency in the U.S. and Canada has been to extend coverage steadily so as to include more and more agricultural and student workers. When coverage is not widely developed, workers who lose jobs in the covered trades have a better chance of finding employment in uncovered trades, albeit at a lower wage. As coverage expands there are fewer alternative occupations to go to and the result is likely to be increased unemployment.

The possible lagged effects of minimum wages referred to above can also explain to some extent the increase in teenage unemployment. Another discovered variable, however, tends to dampen the unemployment rate increases. This is the propensity of unemployed teenagers to drop out of the labour force to continue their education. This phenomenon tends to understate the unemployment effect of minimum wages. One variable that could work in either direction, is the changing degree of compliance with the minimum wage law.

An interesting and sophisticated new piece of work that explicitly searches for a less 'pessimistic' view of

What unemployment has actually occurred must...be due primarily to the minimum wages that have been enacted

minimum wage legislation was published by Allan G. King in 1974. He argued that the high labour turnover of the class of labour usually affected by minimum wage rates puts a special complexion on the whole matter. In casual labour markets the more frequently jobs turn over, the more is the 'average' experience descriptive of the experiences of each worker. The more that variance in earnings approaches zero the more meaningless it is to distinguish between those who benefit and those who are harmed by the legislation. If the percentage increases in the wage rate caused by legislation exceeds the percentage decline in the employment ratio, minimum wage laws will benefit members of the target group.

The definition of the 'target group' is crucial, however. King found that a small increase in the minimum wage would improve the welfare of male and female teenage workers. But when these groups were broken down he found that some smaller component groups, namely non-white teenagers of both sexes, would still be significantly harmed by an increase in the minimum wage. Despite his more sophisticated analysis, King's results would still fail to pass the tests of equity referred to above.

His analysis, moreover, does not take full account of the dependency between turnover rates and minimum wage legislation. Demonstration of such dependency was made by Martin S. Feldstein in a 1973 study.* He argued that because of minimum wage laws fewer firms can offer useful on-the-job training to a broad class of young employees. With minimum wage laws, the net product of such workers having training is likely to be much lower than the wage, a fact that discourages employers from offering training. Young people are thus prevented from 'buying' on-the-job training by taking a very low wage for a year or so. The jobs offered ultimately become unsatisfactory 'dead-end' jobs in which the employer takes little interest in the career plans of those he employs. A feature of Feldstein's findings is that the consequent high turn-over rates is due significantly to voluntary action by the employees; that is, to high quitting rates and short-run absenteeism. Feldstein, moreover, focussed upon *lifetime* incomes. He concluded: "The lack of additional training for those who start with low skills makes them part of the permanent poor. For the disadvantaged, the minimum wage law might have the ironic affect of lowering lifetime incomes by a very large amount."

Obviously, further empirical studies of the consequences of minimum wage legislation must be encouraged if policy makers are to be fully informed of the potential and possibly serious, if unintended, consequences of their actions. It is unfortunate that in Canada there has so far been very little systematic research. Yet in 1974 the Canadian federal minimum wage at $2.20 was 20 cents ahead of its American counterpart. Among the provinces British Columbia took the lead last year with a $2.50 minimum. Figures from the Labour Force Survey Division of Statistics Canada indicate that B.C.'s average rate of unemployment for those aged 14 to 19 in 1974 was 13.7 per cent. This exceeded the Canadian rate of 11.6 per cent for this group by just over 2 per cent. Teenage unemployment

* *Lowering the Permanent Rate of Unemployment:* A study prepared for the use of the joint economic committee of the U.S. Congress, September 18, 1973. "The Appeal of Minimum Wage Laws and the Invisible Hand in Government," *Public Choice* Vol XIV Spring 1973.

generally in Canada in 1974 was slightly more than twice the rate for prime-age men.

As stated earlier, the apparent or alleged purpose of minimum wage legislation is to reduce poverty or inequality. The American evidence shows a strong probability that if this is the real objective, from the standpoint of the very poorest workers, the legislation has been perverse. At the very least it has been accompanied by much uncertainty. As Goldfarb put it, if income redistribution is required why

Teenage unemployment is believed by all writers to be particularly sensitive to statutory minimum wages

can it not be achieved more directly with much less uncertainty by fiscal means? The adoption of a guaranteed incomes policy for instance would accomplish the same end. Moreover, this policy would attack the poverty problem at all levels, among families that do not have family heads in the work force as well as those who do.

Interestingly enough, Goldfarb provides a potential answer to his own question. He observes in passing that the reduction of poverty is not the major goal of all forces supporting minimum wage legislation. Certain groups in society have an interest in reducing the competition they face from lower priced labour. In the U.S., the employers in the northern industrial states have always supported—in their own self-interest—legislation that reduces competition from the lower-wage firms in the South. Unions have a similar interest and it is not surprising that they turn out to be the strongest advocates of minimum wages even if the latter increase the danger of unemployment. Social reformers, in other words, have to face political reality when suggesting better ways of reducing poverty. Otherwise they will continue to stand surprised when the political process, as it operates, pays little or no heed to their advice.

An article in 1973 by Frank G. Steindl provides the most stark analysis to date of the 'lobby force explanation' of minimum wages. The essence of his theory is simply that if the number of those in a given occupation who are helped by minimum wages exceeds the number who are injured there will be political gains for those enacting

'I'm afraid we have bad news, Mr. Brown. You're as sound as a dollar!'

the policy. The lobby in support is larger than that in opposition and the legislators will respond accordingly. For the conventional social reformer this will be the most pessimistic finding of all. Yet Steindl does not necessarily have the last word. The economics of politics postulates that political parties are most sensitive to the wishes of the 'middle (median) voter'. The latter does not inevitably overlap with Steindl's lobbyist. Much depends meanwhile on how well the middle voter is informed. lg

The GLT Strike

The Government as Employer

by William Doherty

Earlier this year, havoc in the postal service, stalled grain shipments, and closed airports resulted from a five-week strike by government employees.

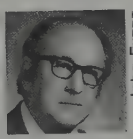
The selective and rotating strike by 18,618 members of the Public Service Alliance of Canada was designed to speed up a settlement by hitting the employer where it hurt.

The strike not only received considerable press coverage but focused attention on the question of the right to strike for public servants.

For the union officials involved it was a bitter strike and only reinforced their convictions that the government as employer is ruthless, uncaring and seldom bargains in good faith.

As recently as April 23, 1975, Jean Chrétien, president of the Treasury Board, said to a luncheon meeting of businessmen in Toronto: "Our policy is comparability with the private sector."

William Doherty is first vice-president of the Public Service Alliance of Canada.



John Evans

If that were true then the General Labour and Trades strike was both avoidable and unnecessary. It was simply the culmination of bad industrial relations. And the government as employer has a history of poor industrial relations.

All parties to the GLT dispute must take their share of the blame, however. The public, concerned only with its own comfort, was heedless of the growing discontent and resentment in the public service.

The Alliance and its predecessors had convinced their members that collective bargaining would bring new gains and remove the stigma of second-class citizenship.

Collective bargaining, they said, would restore the rights that employees had lost when they joined the public service. The "Promised Land" lay just beyond the passing of the Public Service Staff Relations Act in 1967. Public service employees had only to follow their leaders to the new land of collective bargaining, flowing with milk and honey.

The government as employer has a poor history of industrial relations

Under the old regime, when the Cabinet and the Civil Service Commission wore the employer's mantle of authority, the welfare of the

civil service was often sacrificed to the political needs of the moment.

The civil service had known this condition almost since its inception, it had always realized that its working conditions and pay depended almost entirely on the situation in the House of Commons.

In the early years of the civil service, remedial action applied to any problem related to wages or working conditions was long delayed and usually inadequate. Although an early classification study was made in 1918, only stop-gap bonuses that were less than those recommended by the classification firm were granted to civil service employees, always with the explanation that the whole problem was under active consideration by the government.

Finally, in 1924, the King government got around to doing something about the hit-and-miss bonus system. It "stabilized" salaries. This meant that a letter carrier who was earning $750 per annum plus bonuses of $480 to a total of $1,230 had his pay "stabilized" at $1,020.

In 1940, civil service salaries were frozen at their 1926-29 level. They were so low that female clerks attempting to live in Ottawa on $60 a month were found by an impartial committee to be badly undernourished, and fears were expressed for their health.

In 1957, the Canadian government finally decided to establish coherent pay rates for a growing civil service. It established the Bureau of Pay Research under the chairmanship of George E. Gauthier. The new Bureau would survey the pay rates of good employers in outside industry and thus be in a position to make objective recommendations to the government through the Civil Service Commission.

But Utopia was not to come so easily. Shortly thereafter Prime Minister

GLT pickets on Parliament Hill

Diefenbaker warned industry and labour to hold the line on wages and prices, and as a grand political gesture, ordered that the civil service lead the way. Even the press was concerned and the *Ottawa Journal* queried: "Are we to hold the line on civil service salaries only?" But the Minister of Finance, replying to recommendations for civil service pay increases, said: "The government's financial position will not permit the assumption of such enlargement of the cost of government this year..." Once more civil servants were forced to carry the economies of government out of their own pockets.

It was not a unique decision; on July 24th, 1962, when another review of some civil service salaries indicated the need for an increase, the finance minister's response was: "The government's decision is to defer consideration of the pay recommendations during this emergency period..." There was a balance of payments problem and the government's solution was to freeze civil service pay rates, although there was no wage freeze elsewhere.

The system using the Pay Research Bureau and the Commission could have been a workable alternative to salary increases that in the past had always come too little and too late. General acceptance of the system developed by the Civil Service Commission and the Pay Research Bureau during the period 1957 to 1962 was a good indication that it could have brought about satisfactory order in the employer's salary-setting problems, but it was not permitted to exist in an objective atmosphere.

Civil servants were forced to carry the economies of government out of their own pockets

Instead, it was subjected to many changes arising from pressures exerted on the government as employer. The government's role in its relationships with its employees remained relatively secondary and unimportant. Nevertheless, the Pay Research Bureau's salary-setting criteria were not questioned and the model soon became known as the "PRB Salary Universe" (50% Universe).

In December 1962, the PRB universe was rejected by the Treasury Board

as "being much too rich..." The Pay Research Bureau and the Commission were then presented with pay schedules that the Treasury Board said would be satisfactory to it. The technicians in the PRB were expected to use the Treasury Board pay schedules to work backwards to a salary universe that would justify the pay scales considered acceptable to the Treasury Board.

That was the beginning of the "Treasury Board Salary Universe" (75% Universe) and the end of a system that would have been acceptable to the Canadian public, the staff organizations and the Commission itself. From that point on, each party to the disagreement was wedded to its own salary universe criteria.

If the parties could not agree on the type of universe that would be used to establish salaries in the civil service, there could never be agreement on any matters even remotely touching on salaries. So the Civil Service Commission, in an effort to reach a compromise, developed a "Civil Service Commission Universe" (60% Universe).

The argument continued long after the coming of collective bargaining in March 1967. The Treasury Board could afford to wait and did so and its adamant position forced the associations to a realization that they had to speak Treasury Board language or there would be no dialogue.

Good industrial relations require a mutually satisfactory base

Reluctantly, the staff associations agreed to use the Treasury Board Salary Universe (75% Universe) as the sole criteria for future wage negotiations. But the bitter disagreements were further exacerbated when the Treasury Board obtained a fourth universe from the Pay Research Bureau — the total Universe (100% Universe) — on the pretext that it was needed to determine salaries for the armed forces, and subsequently introduced it to collective bargaining contrary to a previous agreement with the staff associations.

Photo Features

GLT strikers demonstrate on Parliament Hill

The unskilled, semi-skilled and skilled workers in the civil service had their troubles also. Although they had been brought under the protection of the Civil Service Act in 1919, from 1922 to 1925 most of their positions were removed from the protection of the Civil Service Act for purposes of local hiring and patronage. Along with the disappearance of that protection went their fringe benefits. It was not until the World War II years that they began to recover part of their statutory holidays, retirement leave and other benefits because the government couldn't hire tradesmen and labourers without offering the same or better benefits than private industry.

Government workers who were known as "prevailing rate employees" enjoyed certain advantages; a wage setting system had grown up prior to World War II, which pegged their wages to those prevailing in their area.

Within months of wage rate changes in the private sector, prevailing rate workers in the civil service usually received adjustments and increases in pay. The system continued in a more formal manner until 1967, the advent of collective bargaining. There were sporadic attempts by the Treasury Board to water down prevailing rates, such as the 1962 effort to establish four rates for carpenters ("trades helpers, bench carpenters, construction carpenters and maintenance carpenters") but they failed, not only because of staff association pressure but because the tradesmen found the system unacceptable, and looked elsewhere for work. The government has always regarded as holy writ the principles of "retention and recruitment." Because it was not able to retain or recruit tradesmen, it had to re-examine the criteria on which it was basing its hiring practices and re-institute the prevailing rate practice for its tradesmen.

The Public Service Staff Relations Act was passed in March 1967 and after the flurry of organization, certification

hearings and the preparation of bargaining demands, the federal employee unions got down to the job of collective bargaining in 1968. Establishing General Labour and Trades rates of pay for the year past was not difficult; the negotiating teams simply adjusted public service wages on the basis of the old system of equating them with selected rates outside.

The second cycle of the contract was more difficult, however. The rates for that period had to be projected because the wage surveys had not been completed. The answer, of course, was to adjust wages on a percentage basis across the board, so the new contract included prevailing rates for 1967 and a further adjustment on a percentage basis for 1968.

The following cycle was much more difficult. By this time, the Treasury Board had determined that it was not wedded to prevailing rates outside the public service. There was some validity in its arguments because the construction industry rates had moved very rapidly and had even outstripped the industrial wage rates, regarded as norms in other times. Instead of finding a compromise position, the government insisted on a total break from the previously accepted criteria.

There was no way, it said, that it would continue to relate in any way trade rates in the public service with those in private industry, particularly the construction industry.

Attempts by the union to work out an acceptable percentage-related basis fell on deaf ears. The union offered to compromise by suggesting that trade rates in the public service could be, for example, 90 per cent of the going trade rate outside. But the proffered compromise was rejected by the employer.

In August 1970, in response to an urgent request by the Treasury Board "connected with matters related to

As far as the public service strikes are concerned, the General Labour and Trades stoppage was a relatively minor dispute

Armed Forces pay," the Pay Research Bureau provided the employer with the 100% Universe, which included almost every establishment surveyed in the wage rate survey. In effect, this meant that the Treasury Board was introducing at the collective bargaining table the 100 per cent Universe that included small shops of every kind, with a resultant dragging down of averages and other means of comparison with private industry used by the public service.

The two parties continued their dialogue of the deaf until finally the union placed the matter before an arbitration tribunal, whereupon employer and union took diametrically opposed positions and argued from their own salary-setting criteria. The tribunal admitted its inability to understand the arguments and even implied that it did not have time to study the question in any depth. It concluded that an across-the-board percentage increase would maintain the status quo and allow someone else at a later date to sort out the problem.

Its actions however had the opposite effect; they increased the many anomalies in the General Labour and Trades group and built in distortions that grew at an ever-increasing rate. Although the union appealed the decision and had to do so to the same arbitration tribunal, the tribunal rejected the appeal and reinforced its earlier decisions, allowing the problems of wage rate comparison to become greater over the award period of three years.

The third collective agreement was a repeat of the second, complicated by admonitions from the Prices and Incomes Commission that became dogma in the public service. In no position to strike, the employees were forced to take what they were offered by an employer oblivious to still growing wage disparity problems. Under other circumstances the employees might have left the employer in growing numbers but many of them were tradesmen who joined the public service during and immediately after the war years. Their average age was 52, they had 20 to 30 years invested in a pension plan, and like other employees in the same circumstance, were virtually locked into their jobs.

By the time the union was able to get back to the bargaining table after the third cycle, the problems in many circumstances were insoluble. In some cases, trades rates in the public service had fallen as much as 50 per cent behind their external counterparts and there was no way the Canadian public or the employer could recognize the need to grant wage increases of such magnitude.

The Treasury Board still clung tenaciously to the 100% Universe and refused to talk about comparability of any kind with outside trade rates. It continued to argue that employees in the group should be paid wages equivalent to the averages obtained through the use of the 100% Universe.

On the other hand, the union argued that there had to be a relationship between the trade rates outside and the trade rates inside the public service. Although it agreed that the added value of the public service fringe benefit package should be taken into consideration, it still insisted that there must be a percentage relationship that would resolve the problem for years to come. The parties to the dispute were on a collision course and the stage was set

for the General Labour and Trades group strike.

As far as public service strikes are concerned, the General Labour and Trades stoppage was a relatively minor dispute. Other strikes have had much greater impact on the government but the General Labour and Trades "hit-and-run" selective strikes were a great inconvenience to the government.

Unfortunately, the latter's decision to ignore the anomalies in the pay system of the General Labour and Trades Group, and its determination, not as an employer but as a government, to set a "good example" for the rest of the country, predestined a settlement that would not resolve the real causes of the strike.

The settlement itself was mediocre, with one exception. Insofar as money issues were concerned, the final settlement was only a few percentage points above the recommendations of the majority report of the conciliation board.

The one advantage won by the union was a final agreement that the parties would co-operate to develop a new and mutually acceptable salary universe, something that could and should have been done many years ago, and something that would have been unnecessary if the Treasury Board had accepted with good grace the original Pay Research Bureau Salary Universe or the relationship to prevailing wage rates outside the public service that had existed until 1967.

The agreement between the parties concerning a new salary universe includes a provision for third party arbitration in the event of a deadlock.

It is still possible to relate the federal public service to outside rates. There will still be a need for collective bargaining because there will be a difference of opinion regarding the relationship, that is, whether public service rates should be related to the *average* of a selected universe, the *median* point, the *third quartile*, or the *ninth decile* and so on.

No doubt, the technologists on both sides will find other areas of disagreement. The important fact, however, is that they would both be starting from the same statistical base. In the situation that has developed since 1962, it has been like two advocates from widely differing cultures each arguing his position in his own language but unable to understand the other.

The designation of employees is really only a way for the employer to take away the economic clout that any group would have in taking final strike action

Good industrial relations require a mutually satisfactory base. In broad terms, each side must recognize that there are certain areas, for the time being at least, that are the private domain of the other party. They must also recognize that the middle ground has to be developed so that they can meet on common terms. Let us use only one example – hours of work.

If the parties have agreed that over a period of time a select group of companies outside the public service will be used as criteria for triggering changes in hours of work for the public service, and that such changes should be implemented when 50 per cent of the selected companies have introduced a change, and if the parties abide by their commitments, then collective bargaining in the public service will work.

If, on the other hand, the parties go to the bargaining table determined to give as little as possible and take as much as they can in an atmosphere of "win or lose", good industrial relations will not develop and bitter disagreements will be a prelude to frequent strikes and harsh confrontations.

The prosecutions of GLT members in particular are not conducive to good employer-employee relations, especially when the entire process of designating employees is unjust. The designation of employees is really only a way for the employer to take away the economic clout that any group would have in taking final strike action.

In the GLT group, close to a third of the employees are designated. When one looks at those who are, it is hard to see what constitutes the safety and security of the public and what constitutes politics.

Can there be industrial peace in the federal public service? The Public Service Alliance of Canada and its predecessors have demonstrated since 1957, when the Pay Research Bureau was established, their willingness to compromise in an effort to reach agreement.

The record shows that the staff side accepted the Pay Research Bureau Salary Universe but that it was rejected by the Treasury Board. The record shows that the staff side accepted the Civil Service Commission Salary Universe but that it was rejected by the Treasury Board.

And the record even shows that the staff side, albeit reluctantly, accepted the Treasury Board 75% Salary Universe but this too was rejected by the employer when he introduced the 100% Universe in 1970.

With give and take on both sides this unhappy relationship can be put behind us. Now is the time for Treasury Board to put a little water in its wine. lg

Mine Safety

Millions for Production ... Pennies for Safety

by Ray Stevenson

In 1944, when the first collective agreements were signed between unions and companies operating in Canada's metal mining industry, demands for improvements in safety and health measures were placed on the bargaining table.

The reply, eloquently given by a spokesman for the International Nickel Company, was direct, germane, and inflexible: "Safety is the sole prerogative of management."

In 1975, 31 years later, Norman Wadge, former high-ranking Inco official, and now Director of the Ontario Mines Accident Prevention Association, told the Ontario Royal Commission on the Health and Safety of Workers in Mines: "Management is morally, legally and financially responsible for the occupational safety and health of its employees and cannot be excused or relieved of this responsibility."

Ray Stevenson is a public relations officer for the United Steelworkers of America. He once worked underground as a miner.

Between 1944 and 1973, 976 men were killed on the job in Ontario's mining industry and more than 90,000 non-fatal accidents occurred. How many more workers died as a result of industrially-induced respiratory diseases, including lung cancer, is not known because available statistics are based only on proven cases.

How many more died or were incapacitated as a result of their work environment, but did not become official statistics, is a moot question. On this score, current public inquiries into health standards are far from reassuring.

During the same years, the annual value of mining production in Ontario climbed from less than $225 million in 1944, to $2.4 billion in 1974,a tenfold increase. Interestingly, the average number of man-hours worked in the five years between 1969 and 1973 compared to the average worked in the years 1944 to '48, increased by slightly more than 30 per cent. Notwithstanding inflated metal prices, something approaching a technological revolution occcurred during that period.

It is in this area, and against this background that the unanswered safety and health problems afflicting Canadian miners, smeltermen and millmen have to be studied and answers found to the annual slaughter taking place in "the third most hostile environment to which man has been exposed." This description of mines suggests that hazards in outer space and beneath the sea would rank

ahead of the underground world of mines, but thousands more lives have been snuffed out in the underground environment than have been sacrificed to our curiosity about the heavens or the ocean deeps.

A central contention regarding the safety and health of miners must be that while technology designed to increase hourly output per employee has leaped ahead in almost geometric progression, technology to protect and safeguard the life and health of the underground worker has lagged.

It is reasonable to assume that had as much money, scientific and engineering research and skill gone into developing effective safeguards and controls for the underground workers, as went into the development of new machinery and mining techniques, many of the deaths, broken and dismembered bodies and lingering physical impairments would have been avoided.

This of course does not mean that all technological developments and improvements have worsened the plight of the underground worker. A case in point illustrating how technology can lead to improved working conditions dates back 50 years to the inception of the wet drilling machine. Dry drilling is and was a virtual guarantee of the development of respiratory diseases such as silicosis. The incidence of silicosis dropped following the introduction of wet drilling, and was a welcome respite for the miners suffering the effects of clouds of flour-like rock dust that accompanied the operation of the old "widow maker" dry drilling machines.

But the wet drilling machine was introduced primarily because it was more efficient and did a better job, faster. The partial solution of the dust problem was merely a welcome adjunct that saved miners from silicosis and other respiratory diseases. Not all mine managers were

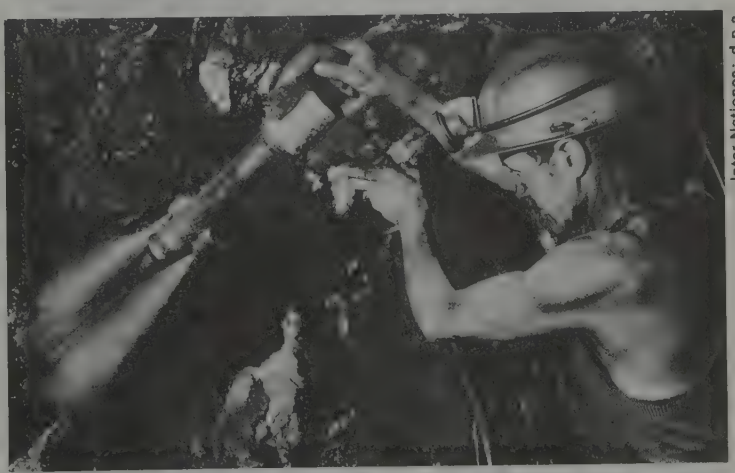
Technology to protect the life and health of the underground worker has lagged

quick to adopt the new technology, however. Dry drilling machines were used as late as the early 1950's in the St. Lawrence Mine in Newfoundland. In the neighbouring Newfoundland mine of Asarco at Buchans, dry drilling continued until the mid and late 1940s. And "widow making" proceeded apace, reflecting the "production first, cost-cutting" attitude all too prevalent in this harsh and dangerous industry. Another outstanding example of corporate mismanagement is the twenty-year-old situation involving the uranium miners at Elliot Lake.

In 1958, following months of what a union official described as a "national horror" because of the incredible frequency of fatalities, the Ontario Government established a Special Committee on Mining Practices in Elliot Lake. The committee was headed by Professor R.G.K. Morrison and committee members were professors A.V. Corlett and H.R. Rice. All three were heads of the respective mining faculties at McGill, Queens, and University of Toronto.

Appearing before that Committee in 1958, I expressed my conviction that "the health and possibly the lives of men working in these area mines are at this moment in dire danger...The problem in the uranium mines is not the single question of silicosis, serious as this is. Linked to it is the problem of controlling exposure to the alpha rays of the daughters of Radon gas, RaA and RaC."

At another point in my submission I quoted Henry N. Doyle, then the assistant chief of the Occupational Health Program in the United States' Department of Health, Education and Welfare, as saying: "There exists a severe potential health problem in the uranium mines. If we wait until biological damage becomes clinically detectable the changes will be irreversible and, within our present knowledge, unresponsive to medical therapy. This means that any delay in establishing control measures is extremely hazardous."



Inter Nationes: d p a

Use of the "wet" drill can help preserve miners' health by reducing dust underground

Echoing this statement, I added: "Complete control of the highly silicious dusts and of the radon gas must be effected with all haste... Failure to accomplish the complete control of dust and radiation in these mines will result only in possible irretrievable tragedy for the men..."

There is no satsifaction in having prophesied "irretrievable tragedy" some 17 years ago. But "irretrievable tragedy" we now have in abundance at Elliot Lake—lung cancer, silicotic deaths, and impairment of more than 80 men. Without question, there is more to come.

Why did this happen in the face of such warnings, which were later reiterated by the special committee, the union, and others.

First and foremost, "safety" was and is "the sole prerogative of management," and under pressures to meet market demands, management was little concerned about the warnings or the "dire consequences" taking place under its very nose.

Other instances of such callous corporate policies can be cited. Included would be the tragic cases of lung cancer at a nickel sintering plant built in Coppercliff, Ontario in 1948 by the International Nickel Company. At that time it had been known for years that similar nickel sintering plant processes and operations in Clydach, Wales, had induced lung cancer.

During a February appearance in Sudbury before the Ham Royal Commission, a senior Inco vice-president had to admit under questioning that "if you are saying that we were pretty dumb not to have known what was going on in 1948, you may be right." The result of that "dumbness" was 61 detected cases of lung cancer.

A strong case can be made that mine managers have not only failed in the discharge of their so-called "sole prerogative for safety" but that the entire question has been relegated to, at the very best, a secondary position on the list of corporate priorities. The horrendous record of fatalities, injury and disease, currently coming to light, bears that out.

Miners working underground are in constant danger

There are those who will argue that the unions likewise have failed in their efforts to improve the situation. Some critics may be justified in saying unions may not have stormed the heavens vigorously enough in the past on the issues of job safety and health.

Under no circumstances should the lives, health or safety of workers be traded for wage increases

However, it is likewise true that as long as governments accept the "sole prerogative" stance that permits mining companies to pursue policies aimed at maximizing production with little regard for safety and health requirements, unions are forced to face an adversary armed with a stacked deck.

Under no circumstances should the lives, health or safety of workers be traded for wage increases, pensions and other benefits. But the unions have had no alternative when faced with governmental policies that allowed managements the "sole rights" on safety and health matters. Whatever improvements there have been are the result of pressure from organized labour.

At best, safety is a grey area where breaches have been shocking but are at last coming to light before the Ham Commission and being publicized by the media. No longer can the public, governments, or unions accept that there is no wider responsibility for these matters beyond the narrow economic interests of management. What has happened, and is happening, in the area of industrial safety and health, properly belongs in the public arena under the searchlights of full disclosure and scrutiny. Upgrading safety and health measures for employees must become a matter of general public policy.

No doubt, loud cries will emanate from governments, political figures, and others, to the effect that they "have been involved." If there is a grain of truth in that, it can at best be said that such involvement has been peripheral. At times, mines safety acts, mine inspection branches and the like, which allegedly fall into the general category of "public control," have actually covered up and obscured the shocking state of underground working conditions.

Exemptions from what regulations there are, frequent selection of management-oriented mine safety inspectors, and pigeon-holed committee and commission reports on investigations are part and parcel of the tragic and dismal record of safety and health throughout the mining industry.

Working alone, under millions of tons of moving rock; surrounded by potentially the darkest dark known to man, and separated from it by one small battery lamp that is subject to failure, sometimes working over and around half-mile-deep shafts, and other caverns and holes, sometimes surrounded by noxious fumes and "knock-out" gases, climbing hundreds of feet of ladders, standing on slippery and uncertain terrain, working with heavy high-compression machines, scaling huge chunks of 'loose' rock, and using high explosives—all this must be granted as more than moderately dangerous to life and health.

Yet despite repeated demands and appeals by the unions to governments and management that no man be allowed to work underground alone, men are not only permitted to work alone, but are ordered to do so. There is no regulation, no edict, no law that says a miner has a right to refuse to work alone or to insist on being accompanied by a "partner." The penalty for those who refuse includes suspension, firing, or demotion.

There is no question in any reasonable and knowledgeable person's mind that injured men have died alone underground because assistance following an accident was not readily available to them.

In June this year, Leo Bernier, Ontario's minister of natural resources proposed to the Ham Royal Commission on the Health and Safety of Miners in Ontario, the enactment of a new "Code to Promote Health and Safety Activity in Mines." Through this proposed new code, the minister suggested "...we attempt to establish worker participation as a matter of right."

Making the workers "right" to "participate" a matter of law is a desirable move and one that unionists would welcome. Unanswered is the question of what "rights" individual workmen and their bargaining agents would exercise. In the face of a

Men have died alone underground because assistance was not readily available

hazard that may arise at any time, no workman has the legal right to refuse to work until that particular hazard is removed. Clearly such a " right" should become law under the new code.

What is significant about Bernier's proposal is that after at least 20 years of pleas and demands from the unions, there appears to be a change in the old hard-nosed governmental attitude that acquiesced in industry's "sole prerogative" theory.

Julien Lebourdais

Origène Tellier, crippled by silicosis after working 10 years in Elliot Lake's uranium mines

Changes in public policy, scientific research and engineering to change the work environment underground, mounting pressure from an informed public, vigorous action by government agencies, vigilance and a highly developed campaign by the unions, can and must bring safety to the job. More than $6 billion in annual mineral production nationally surely could provide sufficient funds to develop scientific research, engineering, and technology to make mining less hazardous. As proposed by the Steelworkers Union to the Ham Commission, a 2 per cent levy on Ontario mineral production alone would provide upwards of $40 million annually to launch safety programs. That would be a good start. lg

Building a Pension Plan

by J.R. Washburn

How do a powerful union and a major multi-employer industry go about setting up and administering a pension plan giving each side an equal voice in all matters, while in some areas each side has different objectives? The creation of the I.W.A.—Forest Industry Pension Plan in Western Canada exemplifies some problems and solutions.

For many years prior to 1973, the International Woodworkers of America, Western Canadian Region No. 1, which encompasses British Columbia, Alberta, Saskatchewan and Manitoba, had become increasingly dissatisfied with the pension situation of its members. In general, only the largest companies in the forest products industry had pension plans, and these had serious faults.

Such plans required contributions from employees, were company-controlled and were set up in such a way that,

J.R. Washburn is Director of Pensions, International Woodworkers of America, Western Canadian Region No. 1.

with rising pension fund earnings at that time, company contributions were minimal. The plans were integrated with the Canada Pension Plan, and a rapidly rising pensionable earnings rate under that plan indicated to the I.W.A. that there were rocks ahead. Vesting took too long, early retirement discounts were severe and benefits low. Worse, there was no pension portability among the plans of the various companies. Unless vested, a worker changing employers in the industry got only his own money back with, usually, a low rate of interest. His participation in his employer's pension plan had not benefited him, only his company.

Sadly, most working people are not aware of the advantage of a private registered retirement income plan in such circumstances and the money was usually spent. Of the I.W.A.'s membership in Western Canada, only some 13 per cent were in a company pension plan and, of these, only a portion would ever draw a pension from such a plan when their working days were over.

In 1972, the I.W.A. negotiated with Forest Industrial Relations Limited (the major employers' group in the industry, representing about 120 companies) a pension clause in the master contract providing for a joint committee empowered to establish and administer a pension plan. The plan was to be funded by the employers on a cents-per-hour-worked basis. Three trustees appointed by the I.W.A. and three appointed by the F.I.R. then sat down to produce a pension plan

that would become effective June 15, 1973.

The first problem was the writing of a trust agreement setting up the trust legally and defining the powers and obligations of the trustees. A simple, standard task any good lawyer could do in two hours? Not so. The F.I.R. trustees were subject to instructions from F.I.R.'s executive committee, consisting in essence of senior executives of the largest companies in the industry. The I.W.A. trustees, although they had more leeway and could make decisions more quickly (one of the trustees was the union's president, first Jack Moore then Jack Munro), were still responsible to the regional executive board, on which every local union is represented, and ultimately to the membership. How should the voting of members of the board of trustees be carried out and translated into action? How could fundamental disagreements be resolved?

Eventually, it was agreed that the board of trustees would act only by unanimous consent. The union-appointed trustees collectively would have one vote, and the F.I.R.-appointed trustees similarly would have one vote. To resolve a stalemate, provision was made for binding arbitration by a judge of the Superior Court or the Appeals Court. Fear of the terrible wrath of a judge roused from his routine to rule on some detail of a pension plan has to date helped to restrain either side from going to arbitration.

The next problem was more difficult. From the first, the I.W.A. had intended that all its members should benefit from the union's entry into the pension field, not just members who were employees of F.I.R.'s client companies. There were hundreds of companies that F.I.R. did not represent. A way had to be found to bring as many of them as possible into the plan. The trust agreement, in the union's view, had to contain provision for "independent" (non-F.I.R.) companies to join.

In meeting after meeting, the F.I.R. trustees resisted this concept. Finally, the author and Jack Munro, then first vice-president (now president) of the I.W.A., went over to Victoria and talked to some people we know. We explained the situation and said the plan we were working on could be a major breakthrough in Canadian industrial pension plans, that it could produce the greatest amount of pension portability among employers in the country, outside of the Canada/Quebec pension plans. We said what we had in mind would benefit not only our large membership but the companies, too, by helping to stabilize the work force throughout the whole industry. We asked those we talked with to please find some way to "nudge the dinosaurs." They listened to us carefully and made no commitment, but at the next meeting of the trustees, F.I.R. agreed that the plan could admit the "independents." The trust agreement could then be written and signed.

That decision has resulted in the plan's being completely portable for the employees of more than 500 companies in British Columbia, Alberta, Saskatchewan and Manitoba.

What sort of pension plan was it to be? Considering the modest levels of cents-per-hour funding initially negotiated, what weight of benefits should be allocated to older employees who were retiring immediately or who did not have many years during which to build up their pension, and what weight of yearly accrual of their future pension should be allocated to younger employees who had, perhaps, two or three decades in which to build up a pension?

The clash of philosophies and objectives between the I.W.A.-appointed trustees and the F.I.R.-appointed trustees was immediate. F.I.R. knew that the average age of the employees was relatively young. They reasoned that if the future accrual rate (the additional pension a man gets for each year he works after commencement of the plan) was set at the maximum possible, there would be less pressure upon the union executive from the membership to negotiate from time to time higher cents-per-hour rates of funding into the plan. The I.W.A. believed the older employees must not be abondoned, that at the outset of this pension plan the greatest weight of benefit must go to them, despite the fact that little or no funding into the plan could be made on their behalf because they were older. It was believed the younger members would be content at the start of the plan with a token future accrual rate, so that older trade unionists could have something to ease their retirement.

Eventually, after many meetings, the main weight of the pension benefits available was tipped in favour of the older employees; younger members were given a tiny future accrual rate of $5.00 per month for each year of work. The I.W.A. trustees' assessment of the attitude of the younger members proved accurate. They didn't complain.

In the end, it was possible to agree on a plan that contained nearly all the provisions the I.W.A. wanted. In general, what the union had sought was sound from the aspects of both public policy and humanity. If the F.I.R. trustees had ever contemplated going to arbitration during these difficult negotiations, they might have been deterred by fear that a judge would rule against them.

Concurrently with resolution of these problems, it was necessary for the board of trustees to select legal counsel, actuaries, auditors, a custodian (a responsible financial institution to hold the securities of the fund and pay pensions), an

administrator (to take care of the complex and important day-to-day administration of the plan) and, very important, to appoint investment counsel to manage, under general direction of the trustees, the investments of the fund.

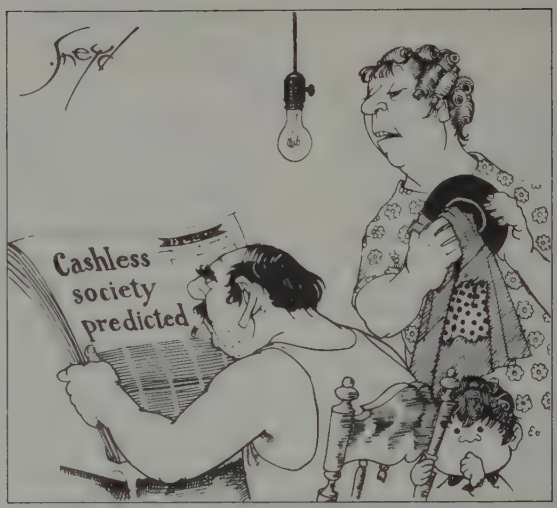
The reason this latter appointment is so important is that, over the long haul, a 1 per cent increase in the annual earnings of a pension fund can result in a 20 per cent increase in benefits. Four firms of money managers were appointed after more than 30 Canadian financial institutions were asked to respond to a detailed questionnaire, and a number were interviewed. Each of the four chosen receives a quarter of the flow of money available for investment. Each must report regularly to the board and, in addition, a firm was hired that specializes in the technical business of measuring performance and risks assumed by pension funds. It will measure annually performance of each of the four investment counsel and performance of the whole fund against performance of other major pension funds in Canada.

All these appointments and decisions were made without serious difficulty because in this area many of the objectives of the I.W.A. trustees and the F.I.R. trustees were similar. Throughout the whole of the long negotiations resulting in establishment of the plan it was possible for both sides to maintain an atmosphere of civility and mutual respect.

The I.W.A.-Forest Industry Pension Plan now covers about 35,000 persons employed by more than 500 forest industry companies in Western Canada. There are more than 1,000 pensioners and the fund approaches $10,000,000.

A good beginning; but only that. An initial setback was that the employers' associations in the southern interior and northern interior of British Columbia (counterparts of F.I.R. but much smaller) agreed to essentially the same pension terms and benefits but insisted that separate pension plans, separately administered, be set up in their areas, and this had to be done. It has produced not only excessive costs by duplication of expenses but also serious problems regarding portability among the three plans. These three plans can be amalgamated easily, with benefit to the members and, we believe, to the forest industry as a whole. It is the firm intention of the I.W.A. to achieve this objective as soon as possible.

The other problem facing the union at this time is to move a step forward in the process of developing ultimately a pension system with benefits adequate for its membership, including improvements from time to time in the pensions of those who have already retired. For this, further funding will be required from the employers. lg



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"So what else is new?"

Women Derive Special Benefits From Government "Make-Work" Programs

by Patricia Paul

The Canadian concept of job creation in the 1970s can play a significant role in ensuring that women will not be shunted aside while an attempt is made to cope with a slower rate of economic growth.

In times of high unemployment, the diminishing number of productive jobs have been saved for the favoured groups of our society—men.

As technology frees us from menial tasks and leads us into more leisure time, fewer and fewer industrial jobs will be available. Instead of devising employment policies aimed at putting people into industrial jobs, it would be preferable to devise policies that promote conversion to a service society.

Patricia Paul is an information officer with the Canada Department of Manpower and Immigration.

Charlie Chew

This is precisely the philosophical basis of job-creation programs in Canada today—programs that are ideal for women and that women should be taking every opportunity to exploit.

By now, most Canadians are aware of the Local Initiatives Program (LIP) Opportunities for Youth (OFY) and to a lesser extent the Local Employment Assistance Program (LEAP).

These programs were created in the early seventies when economic conditions started to decline and the technological society was providing fewer jobs. LIP is a winter unemployment program that allows the unemployed to create their own jobs—jobs that will also benefit the community. OFY is essentially the same although the program is directed at unemployed youth during the summer months. The Local Employment Assistance Program was designed for those people who despite normal economic conditions find it practically impossible to find a job—people who might have a physical or mental handicap or perhaps a history of alcoholism or a criminal record. Funding for projects under this program is provided for up to three years.

Women may be certain they won't be discriminated against in any of the programs. A concerted effort has been made by program administrators to ensure that women are fairly represented in all segments of the program, in both the actual number of projects that get funded and in the administration of the programs. A woman is the director of LEAP, and the acting director of OFY is also a woman. Both women are acutely aware of the problems women face in our society.

When OFY first got underway in 1970, only 26 per cent of the participants were women. This was because women comprised only 23.1 per cent of the applicants for funds.

The following year a concerted effort was made on the part of project officers to solicit project proposals from women. The female participation rate rose to 44.9 per cent that year and by 1974, women accounted for 53.3 per cent of the participants, more than the percentage of women in the student labour force.

A similar situation occurred with LIP. In 1971, 24 per cent of the workers were women, but this ratio changed drastically. In the 1973-74 program, 38.4 per cent of the project participants were female.

In LEAP—newest of the three job creation programs—26 per cent of the participants are women. It is interesting to note that the same percentage of women occupy managerial or supervisory positions in the individual projects.

Because job creation programs allow individuals to create their own jobs, they can be used to better the situation of women. And this is what has been done. Women's information bureaus, rape crisis centres, women's presses and newspapers, and projects researching the contribution women have made to society have been funded.

But job creation programs mean more than funding projects that benefit women. They allow individual participants to develop skills that they might not otherwise have a chance to develop. Because projects are administered by participants themselves, women often find themselves in supervisory positions, giving them an opportunity to develop managerial skills. Because rigid educational and experience requirements are not demanded, participants find themselves doing tasks that only highly qualified professionals normally do. Women who have never written before find their articles being published in weekly newspapers, women who have never taken sociology courses find themselves doing statistical research. The opportunity to work on job creation programs allows women to explore career possibilities in a very tangible way.

A study of the 1974 OFY program showed that 75 per cent of all projects were either fully or partly related to the participants' field of study. This percentage was slightly higher for women.

The 1972-73 LIP study showed that nearly three-quarters of LIP workers felt they had learned new skills on the job, and about two-thirds believed they had improved existing skills. Construction projects, which hired men almost exclusively, were not viewed as favourably by the study as non-construction projects. Similar proportions of workers—67 per cent—believed they had both a better chance of getting a job in the future and a better chance of earning a higher wage.

These programs have also given homemakers a chance to re-enter the labour force. Because many have lost their skills and their confidence, job creation programs are an ideal place to start rebuilding them.

Just prior to employment through the 1972-73 LIP program, about 15 per cent of women participants had been keeping house for most of the year. Among them, two thirds remained in the labour force and one third returned to housework.

Many of the older women had difficulty in finding employment after their LIP job. LIP gave them an opportunity, however, to build up their confidence to start looking for work. Most of the younger women found it much easier to find employment after their LIP job ended.

Research has shown that women are more frequently anxious about finding intrinsically satisfying work. Job creation programs allow them to fill their need for meaningful work, work they feel is important. This is reflected in a study of the 1974 OFY program. Job satisfaction was very high among the participants, regardless of sex or educational level, with 73 per cent reporting being "very satisfied" and 24 per cent being "somewhat satisfied." It is interesting to note that money played a very minor part in the satisfaction expressed. In fact, the least satisfied were among those who felt they were being paid too much. Those who felt "overpaid" were generally females associated with recreational or cultural—artistic projects who did not regard their OFY job as a form of work. Those who felt financially deprived were more likely to be males attending university.

Given the slower economic growth rate of the 1970s and the transition to a leisure society, it may well be that job creation programs can take a leading role in changing the status of women. The programs provide new ways for women to enter the labour force in increasingly satisfactory conditions that allow them to contribute economically to their own lives as well as to contribute to society in ways that are significant for them. lg

The Finkelman Reports:

Observations on The Public Service Staff Relations Act

by Brian Huggins

An important precedent was set when Jacob Finkelman, chairman of the Public Service Staff Relations Board issued not one but two reports suggesting revisions to the Public Service Staff Relations Act.

His first submission to the president of the Privy Council in March 1974 presented a thorough review of the Act. But before the Special Joint Committee of the Senate and the House of Commons could pass judgment on the report and decide upon any remedial legislation, Finkelman took everyone by surprise by issuing a second report.

His decision to submit the supplementary report was motivated by intense union antagonism to his original recommendations.

On March 26 this year, Finkelman, in explaining to the committee why he was submitting the supplementary report said: "In the introduction to my original report I observed that its recommendations were 'not for all time'. I had not thought when I made that comment that the time period would be so short. Having followed the proceedings of your committee... I now conclude it would be useful to place before you some further observations that take account of new evidence and new perspectives that have emerged in the course of the committee's deliberations."

Brian Huggins, a former information officer with Labour Canada and the Public Service Alliance of Canada, is a freelance writer in Ottawa.

The appearance of his *Supplementary Observations and Recommendations* brought no rejoicing among union representatives, who were intent on a successful completion of 'their day in court.' In addition, members of the committee were at first disconcerted by the precedent of a supplementary report. By the end of their deliberations, however, the value of Finkelman's decision was recognized and appreciated. Suggestions for the new legislation soon to go from the committee to the House will largely be the fruit of that second report.

When considering a document as comprehensive as the Public Service Staff Relations Act, it would be invidious to cull one section as necessarily the most important to all

Definitions of the bargaining unit....the most contentious issue

parties. There is no doubt, however, as to the universal interest in the Act's definitions of the bargaining unit. This subject, usually dealt with under *Managerial and Confidential Exclusions*, has always been the most contentious issue between the employer and the unions governed by the Act.

Finkelman goes to some lengths in his second report to emphasize that if the "management/non-management" line is found to be inconsistent and in some cases downright irrational, it is largely the fault of both bargaining agent and employer. He makes the point that this longstanding dispute originated with the parties themselves at the outset, during the period when employee organizations were devoting most of their energies to obtaining quick certification.

The report says, "to avoid delays... the bargaining agents concurred in the proposals made by the employer without much scrutiny of the base for the proposals. On the employer's side, there was also an alacrity to hasten the certification process and, particularly at the departmental level, a lack of full appreciation of what the management function involved. The vast majority of designations of persons employed in the managerial or confidential capacity were agreed to by the parties themselves without the intervention of the [Public Service Staff Relations] Board."

In his second report, Finkelman deals specifically with fears expressed by the bargaining agents that his first report had recommended an extension of the managerial "umbrella" to cover supervisory employees—one of the misconceptions that had concerned him when it was aired at length before the parliamentary committee.

"I wish to stress," he wrote, "something that appears to have been overlooked by many of the bargaining agents as well as by the Treasury Board Secretariat. The Public Service

John Evans

Finkelman

Staff Relations Board accorded bargaining rights to supervisors in 1967....There is not a word in my first report to suggest that this right be taken away."

In oral testimony before the committee, representatives of the Canadian Manufacturers' Association were adamant that the same criteria for exclusions in the current Ontario Labour Relations Act should be embodied in a new PSSRA. Finkelman, in his second report, clearly expressed his disagreement with the CMA on this point. He expressed disagreement with the CMA's contention that anyone responsible for evaluating the performance of other employees should be excluded from the bargaining unit.

"In the Canadian public service...[this] has not been a governing factor in establishing grounds for the exclusion of employees from collective bargaining, and any change in the legislation that moved in this direction would, in my opinion, be a retrograde step."

Having digested Finkelman's second thoughts on this contentious matter, the parliamentary committee may well suggest that suitable language be included in the new legislation to make it clear that the Public Service Staff Relations Board would have the same authority it now has to certify units composed of, or including, supervisors.

On the larger question of where the managerial line is to be drawn, the committee may well agree with the employer that in some cases, particularly blue-collar operational areas, the employer lacks the kind of "managerial presence" necessary to achieve the goals of public policy.

On the subject of those involved in policy formulation the second report says " ...Our concern in this area should not go beyond policy determination ...it is quite appropriate to exclude from collective bargaining those who 'effectively participate' in the determination of policy."

An even more complex issue than who is on which side of the managerial line, is the question of which public service employees who are members of a certified bargaining unit are to be denied the right to strike.

"Designating" such employees, where voluntary agreement on their status has not been achieved by employer and unions, falls upon the Public Service Staff Relations Board. Such decisions are based on whether an employee is or is likely to be engaged in work that is "necessary in the interest of the safety or security of the public."

The International Brotherhood of Electrical Workers in its testimony to the committee argued that the "safety and security" provisions of the existing legislation permit the employer to maintain "business as usual" in a way that relates in no way to safety and security.

But Finkelman's second report says "the issue must be weighed in a larger context." Finkelman would be extremely reluctant to support

legislation that denied an employer the right to carry on his business to the best of his ability during the course of a legal strike.

"It is a fact of life that some employees are better placed to bring economic pressure to bear on their employer through strike action. The electronic technicians are understandably frustrated that they have not been able to bring as much pressure to bear as the air traffic controllers."

Finkelman spends 15 pages of his second report reiterating the views of his first report on the subject of strikes.

His original proposals were designed to strengthen the authority of the bargaining agents

"Generally speaking," he says, "I was disappointed in the response of the bargaining agents to my recommendations regarding strikes."

His original proposals were designed to strengthen the authority of the bargaining agents, he emphasizes. But representatives of the bargaining units almost unanimously denounced in no uncertain terms the recommendations of the first report.

On Recommendation 109, designed to ensure that should a decision to strike be made, it be decided by the officers of the union responsible for negotiating the collective agreement.

In his second report Finkelman states: "I do not understand the rejection of this recommendation by the unions."

Recommendation 119 provides grounds for legal action against those who would use the right to strike "as a kind of license to intimidate and interfere with the freedoms of their fellow citizens." The second report quotes an "open letter" from the president of the Public Service Alliance of Canada warning members to "respect the law," which led Finkelman to comment: "I must conclude that, in relation to the position taken by the Alliance on this recommendation [119], it was yielding to voices of those in its ranks who do not want to be required to conduct their relationships with the employer in lawful fashion...".

The Alliance objection was spelled out very explicitly in its brief: "If employees are dissatisfied with inadequate pensions, or with the high cost of medicare, or with the lack of a dental care plan in the public service, and they decide to set up a picket line not only on Parliament Hill but also in front of Place Bell Canada—which, among other groups, houses the federal Treasury Board Secretariat—these employees could be prosecuted."

Finkelman concludes the *Strikes and Lockouts* section of his second report with an enlargement of his original Recommendation 120. In the first report, this recommendation would have empowered the courts to impose on a daily basis penalties for illegal strike activity. His second report in effect proposes that the Board become a labour court, empowered to impose a variety of penalties on lawbreakers within certain strike situations:

"It will be argued... that the interpretation of federal statutes in matters involving the liabilities of citizens under law should remain an exlusive prerogative of the courts. I do not think that law and practice in this century in Canada will support such a thesis. We have long since departed from such ancient dictums in the administration of the affairs of this country."

Whether we have "long since departed" from ancient dictums is a moot point; Parliament is unlikely to turn the Board into a labour court. The committee will surely recommend, however, that Parliament tighten procedures for designating essential services. The formula, ideally, should leave no room for either employer or union to exploit the designation process in any negotiation/conciliation/strike situation.

The committee is likely to suggest...more stringent penalties to discourage...dissident union members from "jumping the gun"

On the many aspects of unlawful activity both before and during strikes, the committee is likely to suggest Parliament order more stringent penalties to discourage isolated groups of dissident union members from "jumping the gun." The committee is unlikely to want public service unions to be tied down to announcing a strike date a specific number of days in advance. But the time within which a bargaining unit may call a strike, once a conciliation report has been handed down, will almost certainly be extended from the present 7 days to 14. The basic "right to strike" will not be questioned.

Other controversial issues commented upon by Finkelman in his second submission to the committee included: technological change; classification standards; layoff and recall; casual employment and service contracts; structure and powers of the Board.

The question of whether or not to bargain on classifications was a hot issue before the committee while the matter of guidelines for the employment of casuals and temporaries was probably the least contentious.

"This consultative procedure is nothing short of a recipe for disaster," declared the brief submitted by the Canadian Labour Congress on the subject of classifications standards as a negotiable item.

It is undeniable that for all the bargaining agents representing federal public service employees, the prohibition on bringing matters relating to classification standards to the negotiating table has long rankled as a measure sorely limiting their ability to protect fully the interests of their members.

In his first report, Finkelman recommended that a "formal system of consultation on classification standards be introduced"—a consultative procedure castigated by the CLC. In his second report Finkelman says that although he agrees in principle that classification standards should be bargainable, he says the question to be resolved is whether the inclusion of full bargaining and arbitration rights in this area would place too heavy a burden on both unions and the Board, and by doing so, "jeopardize other dimensions of the collective bargaining relationship." On that score, the unions are quite willing to take their chances. For the Treasury Board's part, it is adamantly opposed to relinquishing unilateral control.

In his second report Finkelman suggests a compromise which in all likelihood will become the option put forward by the committee. It changes the consultation method to "permissible" bargaining, which is not referable to a conciliation board or to arbitration, and prohibits either strike or lockout action to resolve classification disputes. There is additional reason to believe, however, that the committee would go so far as to allow for recourse to some kind of special arbitration by recommending that classification standards be brought within the scope of collective bargaining.

A look at briefs and testimony given by unions on the issue of technological change often coincides with Canada Labour Code language on this subject. But, as Finkelman points out in his second report, the practicability of the code's provisions is limited because they apply only in a narrow set of circumstances. Finkelman goes on to draw attention to the kinship this subject has with the question of layoff and recall, and refers Committee members to the appropriate section, where he says:

It is likely the committee will endorse the employer's right to order short-term layoffs during strikes

"... the impact of layoff on employees would be bargainable; but their re-employment in other positions would be regulated by the Public Service Commission." He then re-states his recommendation 38 on recall. "The rationale for this layoff proposal... would also recognize the shared interests of the employer and the bargaining agent... and it would permit this aspect of technological change to be dealt with in the context of negotiations related to that subject."

In summary, it is likely the committee will endorse the employer's right to order short-term layoffs during strikes; the impact of long-term layoffs would become bargainable; recall to other positions would be in the hands of the PSC; but amendments to the Public Service Employment Act would set out the criteria the Commission must follow when proceeding with such recall. The committee will not accede to the unions' request to be given the right to negotiate and/or take strike action on a technological change issue during the life of a collective agreement, as permitted by the Canada Labour Code.

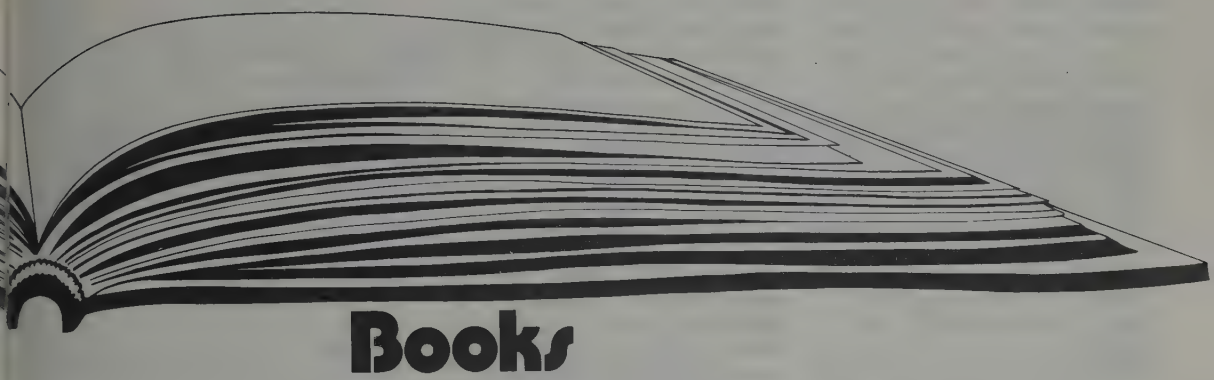
Reconciling views on the appropriate practice for employing casuals calls for decisions on duration of hire; applicability of the merit system; the special needs of students; and the special case of consultants and/or technical advisers.

There is a strong likelihood that the committee will follow the suggestion of the Public Service Commission that deputy heads be able to employ casuals for non-renewable periods of up to four months. Special provision would be made for the employment of students during vacation periods. The unions' concern over inclusion of casuals within the bargaining unit at some point would be met by a committee recommendation that the collective agreement "umbrella" automatically begin covering any temporary employee after 60 days.

The massive scope of Finkelman's reports, the briefs and other testimony of interested parties, plus the Hansard record of the committee's public hearings, plumbed the depths of the employer-employee relationship as never before.

This in itself was worthwhile, but the thoroughness of the examination carried out promises that the distillation provided by the Parliamentary Committee on Employer-Employee Relations will be extremely useful to the Commons and the Senate in their deliberations.

Armed with some two-and-a-half years of study, the joint committee has in its hands the power to influence favourably the long-term future collective bargaining in the federal public service. With its potential for exercising a profound influence on private sector collective bargaining, the findings of the committee are eagerly awaited by industrial relations specialists throughout the country. lg



Books

Social Planning for Canada

League for Social Reconstruction (Introduction by F. Scott et al.) University of Toronto Press, Toronto, 1975.

It is difficult to review a book forty years after the appearance of the first edition. Indeed, the mere fact of its re-publication is somewhat indicative of the book's importance and value. The dilemma is, however, whether one should focus simply upon the internal merits of the book or on the impact the work and its authors (the League for Social Reconstruction) had historically upon the CCF and thus, indirectly, the NDP. I have chosen to do the former for the purposes of this review.

A number of questions immediately emerge with this book. Is it still *the* classic of Canadian socialism? Is it the epitome of the Canadian variant of "Fabian socialism"? The answer, I believe, is yes to both questions. Canadian socialism has been influenced until recently by the gradual reformism of the Fabian-like direction of the League's emphases. Thus, *Social Planning for Canada* reflects a belief in the necessity for a change from the current social system. Indeed, the denunciations are both clear and relevant: "... big business exists for only one purpose, to serve the interests of big business; the interests of the rest of the community are an irrelevant consideration" (p.27). "Moreover capitalism is essentially and inescapably a scarcity economy..." (p.187). "The great condemnation of our system is that it makes an interest in 'things' the major interest, to the almost complete exclusion of an interest in values" (p.37). It is a commitment to radical change but without violence. Instead, the belief in reason prevails and thus, the basic rationale for the publication of this epic by the League. It was intended as a detailed analysis of the Canadian class system of the 1930s. As such, the work is lengthy (524 pages) and packed with tables and statistics. It is, in a sense, a precursor to other detailed but more recent radical sociological studies of capitalism such as John Porter's *The Vertical Mosaic* and Wallace Clement's *The Canadian Corporate Elite*.

As regards prose and readability, however, the work is rather turgid. While an important book, this new edition, like the 1935 edition, will likely be read by a few individual Canadian scholars who no doubt will be grateful for this inexpensive edition. The general public, however, would have benefited far more from a re-issue of the condensed and far more popular summary edition entitled *Democracy Needs Socialism* (1938). One can only hope that a re-issue of the latter will be forthcoming.

The likeliness of few people reading the book is unfortunate for the work raises many important and unanswered questions about our social system. Indeed, decades before the Waffle they asked: "... a specific Canadian problem is that of the amount of non-Canadian investment. Who besides Canadians have stakes in the country? How much control have they? (p.53). Echoing, but not acknowledging Marx, they asserted: "In short, the existence of capitalism depends on the existence of a 'propertyless proletariat', a class of people who have no means of existence except by the sale of their ability to work" (p.105). Today one might add the growing "new white collar working class" who labour in our high-rise offices. On the perennial Canadian debate about whether to vote on the basis of individuals, leaders or party policies, the League asserted: "The great economic problems of Canada are not the result of party policies. They are the

inevitable results of the workings of our economic system" (p.487). Canadians, the League members believed, would rationally realize their condition, look at the positions of the various parties and vote accordingly. Such a belief in man's enlightened behaviour perhaps seems strange in our era that has seen the use of nuclear weapons against one's fellow man, and acts of genocide. The social problems of today are no less severe than in the 1930s but our sense of certainty about the answers seems far less than that found in *Social Planning for Canada*.

—Alan Whitehorn

Alan Whitehorn is a research associate at the Institute of Canadian Studies, Carleton University, Ottawa

Years of Hard Labour, Trade Unions and the Workingman in Canada

by **Morden Lazarus**,
Toronto, Ontario Federation of Labour, 1974, 115 pp.

Morden Lazarus, managing editor of Co-operative Press Associates for the past 30 years, has provided Canadians with something they have long needed: an easy-to-read primer of their labour movement. *Years of Hard Labour* includes not only an accurate account of significant developments in the trade union movement, but also a glossary of labour terms, a description of changes in union structures since 1961, and an accurate description of the organization and functions of the Canadian Labour Congress and its affiliated provincial federations of labour and district labour councils.

Lazarus introduces his readers to key figures who made Canadian labour the unique movement that it is, with brief biographies of 16 leaders, ranging from Daniel J. O'Donoghue, who in 1874 became the first trade unionist elected to the Ontario Legislature, to Donald MacDonald, who retired last year as president of the Canadian Labour Congress.

Using adjectives and adverbs sparingly, he describes the beginnings of the labour movement in this country and covers almost every major crisis or apparent crisis in Canadian labour history.

Moreover, the book's straightforward factual approach may help shatter some of the existing myths about labour history.

Lazarus might have devoted more space to developments in Quebec, and academics may be distracted somewhat by his frequent use of unattributed quotations. An analytical index also would have been helpful. But it would be unfortunate to let these minor irritants detract from the value of this book. *Years of Hard Labour* packs into its 115 pages more objective, factual history than many works five times its length. It was written by a dedicated trade unionist who was active in the union movement, the CCF and later the NDP. Although much of what he writes is based on first-hand experience, he has consulted primary sources to verify his work.

It is good reading for anyone: particularly high school and university students and teachers, workers, reporters who try to cover labour relations, negotiators, mediators, arbitrators, judges, lawyers and, above all, the politicians who make the laws under which workers have shaped their organizations.

—Roy LaBerge

• FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

forum

More on Asbestos

The June 1975 issue of The Labour Gazette *contained an article entitled "Asbestos—the Hidden Time Bomb." On page 341, reference is made to the fact that "Canada, as yet, has no legally enforceable standards—only guidelines: in Québec, 5 fibres; in Ontario, 2 fibres."*

This information is incorrect. The Workers' Compensation Board of British Columbia has had published regulations since 1972 that establish enforceable standards for asbestos. The regulation is contained in the Accident Prevention Regulations published and effective May 1, 1972. Maximum permissible asbestos dust level in B.C. is 5 million particles per cubic foot. Our Board is currently revising the Industrial Hygiene Regulations, and the current proposed new level is 2 fibres per cubic centimetre.

Section 61 (1) of the Workers' Compensation Act authorizes the Board to levy penalty assessments for the violation of Accident Prevention and Industrial Hygiene Regulations. Section 62 of the Act authorizes the Board to close down any employment or place of employment if there are "conditions of immediate danger" which would "likely result in serious injury, death or industrial disease to any of the workers employed therein." The maximum fines rise with increases in the Consumer Price Index.

I am pleased to see The Labour Gazette take an active interest in industrial health and safety, but feel that the above error should be drawn to your attention.

G. McMillan
Director, Information Services and Safety Education
Workers' Compensation Board of British Columbia

Concerning the threshold limit for asbestos in federal standards:

The Canada Dangerous Substances Regulations issued under Part IV of the Canada Labour Code requires employers to meet the threshold limit values specified by the American Conference of Governmental Industrial Hygienists. Their present limit for asbestos concentration in the working environment is 5 fibres per cubic centimetre greater than 5 microns in length.

This standard applies to all employers subject to federal jurisdiction and would cover approximately 500,000 employees. Similar provisions in Treasury Board standards cover 275,000 Public Service employees. Asbestos, however, is not a significant health hazard in the industries under federal jurisdiction. Enforcement of the regulations requires sampling of the atmosphere where asbestos could represent a hazard. Places that have been checked recently by National Health and Welfare include the dockyards at Esquimault and Halifax, where workers involved in pipe lagging aboard ship are exposed. Two recent surveys were made in buildings that had asbestos sprayed on the structural steel. The possibility of air contamination as the asbestos ages and wears off, was questioned by employees. No significant concentration of asbestos was found.

R.S. Clark
Accident Prevention and Compensation Branch
Labour Canada

Minimum Wages

Minimum wage levels used to be raised only every two or three years.

Over the last 24 months, they have risen 46 per cent, which happens to be seven percentage points more than the average increase in manufacturing wages across the country during the same period.

This should not suggest that minimum wages have got out of control. In British Columbia, they were still only 39 per cent of the average manufacturing wage in April. Ontario's July rate was only 47 per cent of the average manufacturing wage in April and Manitoba's minimum during the same month averaged 51 per cent of what could be had for an hour's work in a manufacturing plant.

But it shows nevertheless that governments have not forgotten the low-skilled worker who often has no union organization bargaining for him or her.

This rapid increase in minimum wages is not likely to continue much longer. Union-bargained wage increases are apt to taper off this winter from their 16-per-cent level of the first quarter and this should be reflected in fewer or less dramatic minimum wage adjustments through 1976.

Few Canadians would deny the logic of having a minimum wage, even for the most hazardous of the service industries.

But as valuable as it is in preventing outright exploitation of labour, the minimum wage has inherent problems.

One that Harry J. Waisglass, then director-general of research for the federal department of labour, pointed out three years ago was that minimums can fuel inflation....

Another concern is over how a rapidly-increasing minimum rate might affect unemployment. "It could lead to an intolerable increase and cause the major burden to fall precisely on the workers it was designed to help," said Mr. Waisglass.

The roles available to minimum wages in economic planning are less easily determined.... Fernand Guindon, then Ontario's labour minister, said he was reluctant to raise his province's minimum more than 20 cents because, among other things, it would mean that tourist industry costs would rise.

On the other hand, Québec, long regarded as a low-wage province, has raised its minimum faster than any other jurisdiction, partly in the hope of ridding itself of the "myth" that it is economically inferior.

The average minimum wage of Canada, the provinces and the two territories today is $2.42 an hour. Seven jurisdictions: Québec, the federal government, Saskatchewan, Alberta, British Columbia and the two territories are above that. The others, including Ontario at $2.40 an hour are below it....

In Ontario, about 20 per cent of the active labour force is believed to be influenced by changes in the minimum wage.

In 1965, out of 550,000 workers covered by federal labour laws, only 7,000 were affected when a new $1.25 minimum was put into effect. Four years later, 31,000 were affected and it is estimated that 13,500 were affected last week when the federal minimum went to $2.60 an hour.

Clayton Sinclair
Financial Times News Service
In *The Citizen*, Ottawa

The Cost of Unionization

Among the rising costs afflicting Canadian workers is the increased cost of union membership. Most unions, like other organizations, have been hard hit by inflation in their administrative and servicing operations. Dues increases of a few years ago have been wiped out, and some unions are running up sizeable deficits.

The Canadian Labor Congress itself is having a hard time defraying all its expenses, and has gone on a tight austerity program. In part, this is due to its feud with the craft unions over the autonomy policies adopted at the last convention, which prompted the construction trades to withhold most of their per capita fees.

Although this quarrel has reportedly been resolved, some unions still are not forwarding their full assessments.

The sharp escalation of strikes has also drained many unions' treasuries.

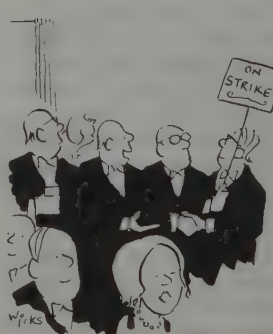
The labour organization most seriously hurt by strike expenses is the Québec-based Confederation of National Trade Unions. Its strike coffers are bare at a time when 6,500 of its members are walking the picket lines.

The CNTU's financial crisis was so acute that a special convention was called a few weeks ago to authorize a substantial dues hike. The average member's contribution to the strike fund was raised from $2.45 to $4.50 a month, and the average monthly dues from $10 to $12.

This hefty increase met fierce opposition from some CNTU affiliates, notably its construction and hospital groups. Like many members of other unions, they want more pay and they want their union to fight for it, even if it involves going on strike—but they resent having to foot the bills such militancy runs up.

So it's something of a vicious circle. As more and longer strikes drain union finances, they have to win larger wage increases so their members can afford higher union dues, which in turn entails more strikes and more depletion of strike funds.

Ed Finn
Public Relations Director
Canadian Brotherhood of Railway, Transport and General Workers
In *The Toronto Star*



Ben Wicks, copyright Toronto Sun Syndicate

'...and this is Mr. Cyr. He's from Québec.'

The Right to Criticize

Two recent statements by government employees, one an admiral and the other president of the Public Service Alliance of Canada (PSAC) unit at Supply and Services, demonstrate the need for a clear and consistent policy on a public servant's right to comment publicly.

Vice-Admiral Doug Boyle, told a group of federal Conservatives that the government's procurement policies for the Canadian Armed Forces' naval arm were inadequate. He also suggested that many patrol functions now operated by other departments and agencies, such as the Canadian Coast Guard, Royal Canadian Mounted Police and Ministry of Transport, could be taken over by the navy and that some of the money spent on welfare and unemployment insurance should be turned over to the armed forces to increase its personnel.

He got off with a mild rebuke from his minister, Jim Richardson.

But Arthur Stewart, president of the 8,000-member PSAC unit at Supply and Services, was suspended for three months by Jean-Marie DesRoches, deputy minister of supply, a few weeks later for a somewhat similar action.

Mr. Stewart wrote, in an article published in The Citizen..., that Supply and Services under minister Jean-Pierre Goyer was becoming excessively top-heavy and indulging in empire-building.

Without judging the importance of either statement in terms of their value to the taxpayer, it's possible to discover the essential difference between the two.

In the case of Vice-Admiral Boyle's statement, his minister seemed to be in agreement with what he said, even if Vice-Admiral Boyle did attack several other departments. But in the case of Mr. Stewart this minister did not agree.

Both statements, however, could be regarded as embarrassing to the government.

Given the growing importance of the bureaucracy in policy-making and the growing complexity of all public issues, one should question the importance of a minister's vanity in this sort of matter.

The questions ought to be whether a public servant is commenting on something of public interest rather than whether he or she agrees with the minister.

That at least should be a long-range objective of any policy on the right of public servants to make statements on matters of public interest.

Meantime, the bureaucracy needs a single set of rules that will apply to all cases and not a series of arbitrary decisions that suit the whim of the establishment of individual departments.

Frank Howard
In *The Citizen*, Ottawa

Comparative Wage Rates

Some day, somehow, society is going to have to come up with a fairer way of compensating those who toil for pay—a system somewhere between the rigidities of a totally planned economy and the disparities among the weak and the powerful that seem to be inherent in free enterprise.

It won't be easy to create infallible bench-marks against which to measure each person's occupational worth. The difficulty is no better illustrated than by the current budget-boggling pay claims of teachers, and their spokesman's means of justifying them.

Ralph Connor, treasurer of the Ontario Secondary School Teachers' Federation, says teaching salaries have risen from 30 to 40 per cent more slowly than the index of industrial wages in the past eight years. Teachers are therefore justified in demanding enormous pay increases, such as the 73 per cent rise in minimum salaries sought by Metro's 8,400 high school teachers.

But is this a fair yardstick?

The average industrial wage in Metro Toronto is $10,140, and it's true, as Connor points out, that this income has risen by more than 80 per cent since 1967. But the average teacher's salary in Metro is $16,000—meaning the teachers are still doing considerably better than the average factory worker, even though their pay has not been increasing at the same rate.

Connor's figuring also omits several other important considerations. Maybe there has been every justification for industrial workers to do some catching-up—vis-a-vis teachers—in the last eight years.

If they are still 60 per cent behind in 1975, how far were they behind in 1967? Maybe the productivity of Canadian factory workers has increased at a higher rate than that of teachers. Perhaps industrial employees deserve more cash to compensate for the fact that they don't get long vacations at Christmas and Easter, two months in the summer, and 10 or 12 teacher development days in between.

But why have the teachers settled on industrial workers as their target for wage emulation? Why not pick doctors or nurses or real estate salespersons or members of Parliament?

This whole business of comparative bargaining—particularly when the comparisons are meaningless—is a new and vexing phenomenon in

Canadian wage determination, discussed in a report from the C.D. Howe Research Institute earlier this year.

In past inflationary periods, workers naturally bargained for increases that would at least make up for the purchasing power lost to price increases. That's still true but, according to the Howe Institute, "some of the pressure on wages now being experienced can be attributed to the fact that labour in Canada is putting more emphasis on comparative bargaining targets—that is, matching the wages earned by other workers—than they have in the past."

It added: "While there are undoubtedly some workers in this country who are underpaid and who deserve a chance to improve their relative wage, any abrupt increase in the relative wages of a large number of workers at this time would be a major new inflationary shock to the Canadian economy."

It may well be that organized workers are ahead of public policy in placing this new emphasis on comparative bargaining, in this quest for a fair and logical point of reference. But the choice of yardsticks must be fair and meaningful to both employer and employee if the system is to work.

Editorial in *The Toronto Star*

Domestic Workers Covered

In the June issue of *The Labour Gazette* you published minimum wage increases for Prince Edward Island. What is more interesting is the fact that the minimun wage order covers domestic help and baby sitters.

Christine Reynolds
Montague, Prince Edward Island

The Right to Bargain

While the labour movement is extremely unhappy over many of the recent amendments to the Labour Code, the extension of bargaining rights to farm workers, domestic workers, and licensed professionals meets with labour's complete approval.

For some years the trade union movement has fought against the unjust denial of bargaining rights to these groups of workers. With the exclusions now eliminated, the way is clear for several thousand additional men and women to obtain union representation. The results, however, may be slow in coming.

No group of workers can be organized into unions until the need for union representation is recognized by a significant portion of the group. Once such recognition exists, then unions can assist by pointing out the advantages to others in the group and by providing experienced assistance in carrying out the organizational effort.

Looking first at the prospects for organization of farm workers, we find that a substantial part of our agriculture industry consists of small farms, operated by families using casual help during various seasons and employing few, if any, full-time employees. Union organization in such cases is highly unlikely.

In the case of large corporate-owned farms and orchards employing significant numbers of men and women, union organization is definitely possible.

It will not be easy. The seasonal nature of the work and the presence in the work force of many for whom the earnings are a supplement to the family income present real difficulties.

If employers in the industry react with the hostility usually shown by employers toward unionizing by the employees, it will be a long hard struggle.

The trade union movement is prepared to make an all-out effort to assist any group of farm workers who seek union organization and in all probability some organizing efforts will take place in the near future.

Union organization for domestic workers is less likely. Most workers in this field are employed in private homes, singly or in groups of two or three.

There are a few companies operating in this field, hiring out men and women for domestic service. Such companies will be logical prospects for union organization.

The extension of bargaining rights to professional people licensed under legislation such as the Real Estate Act, the Engineering Profession Act, and the Architectural Profession Act, may prove to be the most significant change.

In some of these professions, many salaried employees working for large firms have, from time to time, expressed discontent over their salaries and working conditions and may now be interested in trade union organization.

In Britain, where there has been extensive unionization of professionals, the unionized professionals have become an active and aggressive part of the trade union movement. A similar development in B.C. would be welcomed by the trade union movement.

Clive Lytle
Assistant secretary-treasurer
B.C. Federation of Labour
In *The Vancouver Sun*.

Labour Legislation in 1974

Part VII—Apprenticeship and Trademen's Qualifications

by Cal McKerral

During 1974, several jurisdictions in Canada passed new regulations under the various apprenticeship and occupational training acts.

Generally, the changes consisted of new pay rates for apprentice tradesmen, new standards and training programs for some trades, the designation of new trades and the removal of designation from others.

Cal McKerral is a member of the Analysis and Education Division of Labour Canada's Legislative Research Branch.

Alberta

Alberta added the trade of *cabinet maker* to the list of designated trades to which the Apprenticeship Act applies.

Also, Alberta set out a new training program for *agricultural mechanics*. The apprenticeship program consists of four levels and totals 7,200 hours of on-the-job training in the trade, plus 960 hours in technical training.

The period may be reduced at the discretion of the Apprenticeship Board if the candidate has previous experience in the trade or has specialized in technical training at a vocational or technical school.

On the job, one apprentice may be employed for each journeyman employed. The Director of Apprenticeship may, however, vary this ratio.

Even though a person has not served a period of apprenticeship, that person may write the examinations if he or she is competent in the trade and has not less than 7,200 hours' experience in the trade.

The apprentice may be paid 60%, 70%, 80%, and 90% of the wages of a journeyman, respectively, during the four training levels. The wage must not in any case be below the prevailing minimum wage.

British Columbia

In British Columbia, as of January 1, 1975, all those engaged in the trades of *plumbing, steamfitting, pipefitting,* and *sprinkler fitting* are required to hold a current certificate of proficiency in that trade.

This new regulation does not apply to registered apprentices, those employed during a probationary period, and those under a current contract of apprenticeship or certificate of apprenticeship. Also exempt are holders of a current certificate of proficiency or those on probationary apprenticeship contracts.

British Columbia has also added *automotive parts warehousing and merchandising* and *bookbinding* to the list of designated trades under the Apprenticeship and Tradesmen's Qualification Act.

Manitoba

A significant number of changes in the apprenticeship field were made in Manitoba. Included were such matters as qualifications for admission to an apprenticeship program, duties of employers and apprentices, probationary status, minimum wage rates, hours of work, ratio of apprentices to journeymen, requirements for certification, examinations, certificates in non-designated trades, re-examination and fees for examinations and certificates.

The training program and other rules pertinent to the *heavy equipment mechanics* trade were changed.

To enter the trade a candidate must have completed grade 9 or its equivalent.

The training program consists of 4 years training and at least 1,800 hours instruction a year. This rule may be altered in view of a candidate's previous study or training.

The apprentice must be paid the minimum wage plus 15%, 35%, 55%, and 75%, respectively, during each year of the program.

A holder of a certificate in the trade of *motor vehicle mechanic* may qualify for examinations as a heavy duty equipment mechanic by either completing the final two years of the program—at least 1,800 hours a year—or by submitting written proof that he has had at least two years experience in the trade.

Also changed are the rules pertaining to the training of *glaziers*. A candidate must be at least 16 and must have completed grade 9 or its equivalent.

An apprentice *glazier* while not attending courses, must be paid at least 60% of the prevailing wages of a journeyman during the first six months of the program. This rate increases by 5% for each of the remaining six-month periods.

An apprentice's wages must be not less than the minimum wage plus 10%, and must be increased by at least 10% each succeeding year.

Overtime rates must be adjusted on the same basis as wages of a journeyman working in the same area, for the same employer.

Where an applicant for a certificate in the trade has not completed an apprenticeship in Manitoba, supplies proof that he has been engaged in the trade for a period of time exceeding the apprenticeship period by not less than one year during the 10-year period immediately prior to making the application, he is eligible to take such examinations as the director may require.

Regulations were also changed for the trade of *industrial welder*. A person may become an apprentice *industrial welder* only if he is at least 16 and has completed grade 9 or its equivalent. The director may vary the educational requirements for individuals.

The training program consists of three calendar years of 1,600 hours a year training and instruction.

An apprentice *industrial welder* must be paid at least the provincial minimum wage plus 10%, 20%, 30%, 40%, 50% and 60%, respectively, during the 6-month training periods.

Overtime rates for an apprentice must be adjusted on the same basis as overtime wages of journeymen working in the same area, for the same employer.

As with other trades, the rules for allowing examinations to be written by a candidate for an *industrial welder's certificate* may vary from case to case as the director sees fit.

The training program for *machinists* has been changed.

A person may become an apprentice only if he is at least 16 and has the equivalent of a grade 9 education.

Apprentice *machinists* must undergo four years of training and instruction, of at least 1,800 hours a year.

The wages of an *apprentice machinist* must be at least the provincial minimum wage plus 15%, 35%, 55% and 75%, respectively, during each of the four years of the program.

The apprentice's overtime wage rates must be adjusted on the same basis as those of a journeyman working for the same employer in the same area.

A candidate for the trade who has not completed the apprenticeship program may be allowed to take the examinations if he has been engaged in the trade for the length of the apprenticeship program plus at least one year, during the 10 years prior to the time of application.

New regulations for the trade of *industrial electrician* were passed. A person may be an apprentice in the trade if he is at least 16 and has passed specified math and science courses. The Director of Apprenticeship may vary course requirements in particular cases, as he sees fit.

The program for becoming an *industrial electrician* consists of four years of at least 1,600 hours each year. As with other trades, any previous training or study are to be considered in setting up a program for an applicant.

An apprentice *industrial electrician* must be paid at least the provincial minimum wage plus 10%, 20%, 30%, 40%, 50%, 60%, 70% and 80%, respectively, during each of the eight six-month periods of the program.

Where an applicant for a certificate in the trade has not completed the apprenticeship program or does not hold a certificate bearing the Interprovincial Standards Seal, the applicant may write exams if he has been engaged in the trade for the length of the apprenticeship program plus at least two years, during the 10-year period prior to making application.

New regulations applicable to the *steamfitter* trade state that a person must be 16 or older to qualify as an apprentice, and must have completed certain math and science courses. The Director may vary the educational requirements in particular cases.

The apprenticeship term consists of five calendar years of training and instruction of at least 1,800 hours a year. Previous training is taken into consideration when establishing an individual's program.

An apprentice while not attending technical courses, must be paid wages at not less than 50%, 55%, 60%, 70% and 80%, respectively, of the prevailing wages of a journeyman, during each of the five years of the training program.

In any case, an apprentice's wages must not be below the prevailing provincial minimum wage plus 10% during the first year, and must increase by at least 10% each succeeding year.

Overtime wages for an apprentice must be adjusted on the same basis as those of journeymen working for the same employer in the same area.

Where an applicant has not completed the apprenticeship program or does not hold a certificate bearing an Interprovincial Standards Seal, he may write the exams if he has been engaged in the trade for at least one year longer than the apprenticeship program in the 10-year period prior to application.

A holder of a certificate of qualification in the *plumbing* trade may qualify for the examinations in the *steamfitter* trade if he shows that he has been engaged in the trade of *steamfitter* for at least three years.

Revised regulations also apply in the trade of *bricklayer*.

A person must be at least 16 and have completed the equivalent of grade 9. The training program consists of four years' training and instruction of at least 1,200 hours a year.

An apprentice while not attending technical courses must be paid not less than 60%, 70%, 80% and 90%, respectively, of the prevailing wages of a journeyman, during each of the program's four years.

An applicant who has not completed an apprenticeship program or does not hold a certificate bearing the Interprovincial Standards Seal may be permitted to write the examinations if he has been in the trade for one year longer than the apprenticeship program during the 10 years prior to having applied to write the exams.

A candidate for the trade of *carpenter* must undergo a period of training and instruction of at least 1,800 hours for each of four years. Previous experience can vary an individual's program.

An apprentice must be paid not less than 60% and 70%, respectively, for the first and second six-month periods, of the prevailing wages of a journeyman. During the second, third and fourth years, the rates are 75%, 80% and 90% of the prevailing journeyman rates.

In any case, the wage rates for an apprentice must not be less than provincial minimum wage plus 10%, and must be increased by at least 10% yearly.

An applicant for a certificate who has not completed an apprenticeship program or who does not hold a certificate bearing an Interprovincial Standards Seal, may write the exams after proving that he has been engaged in the trade of *carpenter* for a period of one year longer than the apprenticeship program.

In the trade of *construction electrician*, a candidate for apprenticeship must be at least 16 and must have completed certain math and science courses or their equivalents.

The program of training and instruction consists of four years of at least 1,800 hours each year. Previous experience can alter the time of an individual program.

An apprentice must be paid at least 40%, 50% 65% and 80% respectively of the prevailing wages of a journeyman during the four-year apprenticeship period.

Wages must, however, be not less than the provincial minimum wage plus 10% during the first year, and must be increased by at least 10% each succeeding year.

Rates for overtime hours must be adjusted on the same basis as overtime rates for journeymen working in the same area for the same employer.

A new regulation states that the period of apprenticeship for the *lather* trade is four years of at least 1,600 hours each year.

Wage rates for an apprentice *lather* as compared to the prevailing wages of a journeyman are 50% the first six months, 60% for the second six months, and then increasing by 5% each succeeding six-month period.

In any case, the wage cannot be less than the provincial minimum wage plus 10% for the first year, and must increase by at least 10% each succeeding year.

Apprentice *plumbers* must be at least 16 and have certain math and science credits, or their equivalents.

The term of training and instruction for *plumbers* is five calendar years of at least 1,800 hours each year.

An apprentice while not attending technical courses must be paid at not less than 50%, 55%, 60%, 70% and 80% of the prevailing wages of a journeyman, respectively, during each of the five years of the program.

During the first year the wage must be at least the prevailing minimum wage plus 10%, and must increase by at least 10% each succeeding year.

Overtime rates for apprentices must be adjusted on the same basis as overtime rates for journeymen working for the same employer in the same area.

An applicant for a certificate in the trade who has not completed an apprenticeship program or does not hold an Interprovincial Standards Certificate may be allowed to write the exams if he has been engaged in the trade for at least one year longer than the apprenticeship program.

A holder of a certificate in the trade of *steamfitter* may qualify for the examinations for *plumbers* if he has been engaged in the plumbing trade for at least three years.

New regulations require that candidates for apprenticehip in the trade of *sheet metal worker* be at least 16 and have a high school standing in certain math and science courses. Equivalent courses may be accepted.

An apprentice *sheet metal worker* must undergo a period of training and instruction of four years of at least 1,800 hours each year. Previous training can alter the time to be served as an apprentice.

Wage rates for an apprentice, while not attending technical courses, are 50% and 55% of the rates for a journeyman during the first two 6-month periods, respectively, and then 65%, 75% and 85% for the succeeding three years.

In any case, the rates cannot be less than the prevailing minimum wage plus 10% during the first year, and must be increased by at least 10% per year.

Overtime rates for an apprentice must be adjusted on the same basis as those for a journeyman working for the same employer in the same area.

Where an applicant for a certificate in the trade has not completed an apprenticeship program or does not hold a certificate with an Interprovincial Standards Seal, he may still be allowed to write the exams if he has been engaged in the trade for a period of at least one year in excess of the apprenticeship period during the 10 years immediately prior to making application.

Apprentice *air-conditioning mechanics* must be at least 16 and have a high school standing or equivalents in prescribed math and science courses.

An apprentice *air-conditioning mechanic* must undergo a term of training and instruction of 1,800 hours a year for four calendar years.

An apprentice employed in a shop where a collective agreement is in force must be paid at least 50%, 60%, 70% and 80% of the prevailing rates of a journeyman, during the four years of the program, respectively, while not attending courses.

If there is no collective agreement in force in the shop, the rates are at least the minimum wage plus 15%, 35%, 55% and 75%, respectively, during the four years.

In the trade of *boilermaker*, an apprentice must be at least 16 and have grade 9 or equivalent education.

The training program for apprentice *boilermakers* consists of four years of training and instruction of at least 1,500 hours a year.

Where no collective labour agreement is in force the wage rate for an apprentice must be not less than the provincial minimum wage plus 15%, 35%, 55% and 75%, respectively, during the four year program.

For a 12-month period after the regulation came into force (up to December 5, 1975), an applicant who has had at least six years experience in the trade during the 10-year period immediately prior to making application, may be issued a certificate without examination.

As with other trades, the examinations may be written if the applicant has worked in the trade for at least one year in excess of the length of the apprenticeship program during the 10 years immediately prior to application, even though the applicant has not undergone the program and does not hold a certificate with the Interprovincial Standards Seal.

Regulations have now been established to govern the newly-designated (May, 1974) trade of *miner*.

An apprentice miner must be at least 18 and have completed grade 9. Those with lower educational qualifications may be accepted at the discretion of the director.

The program of training and instruction consists of three calendar years of at least 1,600 hours a year. Previous study and experience can alter the requirements.

An apprentice miner must be paid at least the provincial minimum wage plus 35%, 55% and 75%, over the three years of the program. A collective agreement can, however, specify higher wages.

For a 12-month period after the regulation is in force, (up until December 4, 1975) an applicant for a certificate may be exempted from writing the exams if he has worked at the trade four years during the 10 years immediately prior to having applied.

Also, an applicant who has not completed the apprenticeship program but has worked in the trade for at least one year longer than the apprenticeship period during the previous 10 years, may write such exams as the director may require.

Manitoba has approved new regulations which pertain generally to educational requirements for apprenticeship, credits for previous training, duties of employers and apprentices, minimum wages, hours of work and ratio of apprentices to journeymen. Also included are requirements for certification, examinations, fees and examinations of non-apprentices applying for certification.

Separate trade regulations will be proposed in the future to cover these matters more specifically. Greater flexibility is provided by leaving to each trade regulation specific provisions for areas such as educational requirements, ratio of apprentices to journeymen and minimum wage rates for apprentices. If such matters are not included in a trade regulation, general regulations will apply.

Major provisions under the new general regulations are:

- Guidelines by which the director of apprenticeship training in the labour department will assess previous training and experience listed by apprentice applicants.

- New provisions relating to examinations and re-examinations for a qualifying certificate.

- Transfer of responsibility for preparing and conducting examinations to the director of apprenticeship training. Previously, examining boards were appointed to do this, and the board was required to arrange for final trade examinations.

- Removal of the age limit for those applying for certification examinations, provision of a time limit on previous experience, and change in the clause relating to areas of designated trades eligible for examination. Until now, a person applying for qualification examinations who had not been trained under the apprentice program had to be at least 26 and have had at least six years' experience in the trade. Also, examinations could be taken only in designated trades for which advisory boards had been appointed.

The new regulation removes the age requirement, allows for examination in any designated trade whether or not there is an advisory board, and requires the applicant to have been engaged in the trade longer than the apprenticeship period set for that trade. In addition, he or she must have had that experience during the 10 years immediately prior to making application for the examination.

New Brunswick

New Brunswick has designated several new trades under the Industrial Training and Certification Act.

One group of trades is the *domestic appliance servicing* trades. One pertains to *cooking equipment*, a second to *refrigeration equipment*, and another to *washing and drying equipment*. Candidates for these trades must apply to the Department of Labour, pay a prescribed fee, and pass examinations. Also, one year of previous experience is required in each of the trades before certification is granted.

Another newly designated category is *domestic major appliance servicing trade*, which is broader in scope than any of the three above-mentioned servicing trades. A candidate for this trade must have at least two years practical experience in the installation and servicing of a range of such domestic appliances as electric ranges, freezers, refrigerators, air conditioners, clothes washers, electric dryers, and dishwashers. Prescribed examinations must be passed.

Another group of new trades pertains to the repairing and painting of motor vehicle bodies. The trade *motor vehicle repair (body)* was rescinded and replaced by the trades *motor vehicle body painter*, *motor vehicle body repairer*, and *motor vehicle body repairer and painter*.

A candidate for painter must have two years practical experience to qualify for the trade, while a repairer candidate must have three years practical experience, and a repairer and painter candidate must have five years practical experience.

Also designated in New Brunswick was the trade of *cook*. The trade pertains to the preparation and cooking of foodstuffs for consumption in hotel/motel dining areas, institutions and other eating areas. A candidate for the trade must have at least five years experience in the trade to qualify, and must pass prescribed examinations.

The trade of *construction millwright* was designated. The trade requires the ability to conduct all phases of installing and preparing machinery and equipment in industrial plants. A

candidate for the trade must have the equivalent of five years' experience in the trade, and successful completion of prescribed examinations is mandatory.

The *ship's plater* trade was designated. It requires a wide variety of knowledge and skills regarding the metal structural parts of ships. Involved are such matters as layout, fabricating, use of blueprints, the use of many types of tools, and rigging equipment. A candidate for the trade of *ship's plater* must prove he has at least 5 years' experience in the trade, or has successfully completed an apprenticeship program under the Industrial Training and Certification Act. Prescribed examinations must be passed.

The trade of *firefighter* was designated, although training requirements for candidates have not yet been prescribed by regulation.

In New Brunswick, a training program was established for the *electrical (marine) trade*.

The trade has to do with installation and maintenance of electrical wiring or equipment of fixtures aboard ships, but specifically excludes the rewinding of motors, repair of radio and other electronic equipment, and commercial production of electricity.

In order to be a candidate for a Certificate of Qualification, a person must have had the equivalent of five years' practical experience in the trade. Prescribed examinations must be passed.

As of June 20, 1974, the designations of the trades of *bricklaying and plastering*, *coppersmith* and *pulp and paper technology* were considered appropriate for apprenticeship and the issuing of certificates of qualification was rescinded.

Finally, a "grandfather" regulation set under the Industrial Training and Certification Act states that certificates of qualification may be issued to persons who have completed employment equivalent to that required for a certificate of qualification in a trade prior to the dates on which certificates of qualification or their equivalent under previous acts became available.

Ontario

Ontario set out a revised training program for *radiological technicians* under the Radiological Technicians Act. A detailed schedule outlines the various subjects and hours to be spent receiving instruction in each. The Board of Radiological Technicians may register any person who has practiced as a technician in *nuclear medicine* for at least two years prior to the coming into force of the regulation.

A regulation under the Apprenticeship and Tradesmen's Qualification Act was also passed setting out a revised training schedule for radio and television technicians.

For purposes of the act, the definition of *radio and t.v. technician* excludes persons involved in manufacturing, related work in an industrial plant, or wiring electronics equipment to an outside power source.

The training program consists of four periods of related training and work experience of 2,000 hours each period.

The rates of wages for an apprentice for both regular and overtime work as compared to those for a journeyman are: 40%, 50%, 60% and 80%, respectively, for the succeeding four periods.

Where the employer is a journeyman in the trade, the number of apprentices who may be employed in the certified trade must not exceed: one apprentice plus one additional apprentice for every two journeymen employed in the trade and with whom the apprentice is working.

Where the employer is not a journeyman in the trade, the number of apprentices who may be employed in the certified trade must not exceed one apprentice for the first journeyman employed by the employer plus one additional apprentice for each additional two journeymen employed by that employer in the trade and with whom the apprentice is working.

The regulation outlines in detail both the in-school and job-related programs. lg

Legal Decisions

Status of "free-lancers" and part-time employees

by Gérard E. Chartrand

In a recent decision* the Canada Labour Relations Board ruled that part-time employees and certain "free-lancers" in the broadcasting industry could be included in a unit appropriate for collective bargaining.

Local 264 of the International Brotherhood of Electrical Workers sought to be certified by the Board as bargaining agent of all employees of a Vancouver radio station under Part V of the Canada Labour Code, except those excluded by the legislation. The radio station in this case was operated under licence from the Canadian Radio–Television Commission and was therefore under federal jurisdiction and the Canada Labour Code.

Counsel for the employer objected to the inclusion in the bargaining unit of "free-lance" and part-time employees. Furthermore it asked that another representation vote be taken, arguing that the employees had been misled by pro-union activities on the part of a member of management acting on her own initiative.

Delivering the Board's decision, chairman Marc Lapointe stated that one of the formulas used in the past with regard to part-time employees—namely to consider as employees capable of belonging to a bargaining unit "all those working more than X hours per week"—was no longer satisfactory. Instead, he concluded, the paramount criterion should not be the number of hours worked in a week but "the regularity of the employment." He added that "it is not because an employee works less than half the time others do that he is less of an employee during the hours he works."

Gérard E. Chartrand is a member of the Labour Law Projects Division of Labour Canada's Legislative Research Branch.

The Board further decided that the criterion it will adopt and develop with regard to "free-lancers" in the broadcasting industry will be to look at "how far the contract binding a given employee to the employer, (renders) him dependent upon that said employer for a livelihood."

It was held that the pro-union activities on the part of a member of management were not objectionable in the present case as they could not have unduly influenced the employees in the free choice of adhering to the union or not. This reasoning was based on the fact that the activities went against the interests and wishes of the employer and were conducted in favour of the union at a time when "no other union (was) in the picture."

Chairman Lapointe stated that the board, in such cases of alleged interference in union affairs by a representative of management, must "determine if the actions of the individual concerned are in fact consistent with the recognized interests or wishes of the employer." He set out the following guideline for the board to consider in such cases: "Would it (the conduct of a member of management) be likely to deprive the employees of their freedom of choice? Would it influence them unduly in this regard?"

In light of these new criteria, the CLRB decided to grant certification, and determined that the unit appropriate for collective bargaining comprised all employees working at the station, including "regular" part-time employees and those "contract employees whose radio services (were) retained exclusively" by the station. Management staff members were, however, excluded.

*International Brotherhood of Electrical Workers, Local 264 v. Radio Station CHQM, Division of Q Broadcasting Ltd. et al., March 21, 1975.

Fifty Years Ago

The establishment of a Printers' Statistical Bureau by the ITU; provision of milk for workers at lead furnaces and roasters in Trail, B.C.; formation of a Food Council in Great Britain; lawyers services for poor clients; salary revisions for Canadian civil servants; the Robert Simpson Company profit-sharing plan, and a domestic workers' union in Mexico—were among the topics discussed in the September and October (1925) issues of *The Labour Gazette*

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Printers' Statistical Bureau.—The International Typographical Union established a statistical bureau—a new departure in labour union activity in North America. Local union scale committees were supplied by the bureau with accurate reports prepared to meet local conditions at the period of registering agreements. The reports were based on information that was never more than 60 days old. Previously, statistics used for this purpose were derived from government reports that sometimes contained information on conditions existing several years before and were at the best "only barometers of changes in the cost of living." At a recent convention of the union it was stated "that complete reports on cost of living and on the printing industry as now prepared, play a very important part in the work of scale committees, aiding materially in proving the justice of their demands. At the present rate, in results which this service has produced, $1,350,000 will have been added to the annual pay roll of 6,275 members by October 31, 1925. Thirty-three complete cost of living reports and 87 special reports on the printing industry have been supplied to local scale committees and not a single decrease has resulted when these reports were used. . ."

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The Consolidated Mining and Smelting Company began giving a pint of milk on each shift to every employee working around the lead furnaces and roasters at Trail, B.C. The milk was delivered at the place of work and kept in refrigerators until the men were ready to drink it. About 400 men benefited from the arrangement. Milk was believed to act as an antidote to or preventive of lead poisoning. The same company, on September 1 (1925) increased by 30 cents the "metal bonus" per man per day, based on the price of lead and zinc.

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Food Council in Great Britain.—A Food Council was established in accordance with the recommendations contained in a report of the Royal Commission on Food Prices. The terms of reference of the Council were: "To investigate and from time to time report to the president of the Board of Trade on such questions as, by reason of complaints from persons interested or otherwise, appear to the Council to require investigation in the interests of consumers or traders, or are referred to them by the president of the Board of Trade, relating to the supply or price of articles of food of general consumption, and in particular to the following—wheat, flour, bread, meat, bacon and ham, milk, butter, cheese, eggs, fish, fruit and vegetables, sugar, and tea."

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Lawyers' services for poor clients.—Addressing the Canadian Bar Association at Winnipeg [in September] a former Lord Chancellor of England, the Rt. Hon. Lord Buckmaster, recommended that lawyers should voluntarily devote part of their time to handling the cases of poor clients. He said: "What steps are we to take to remove from our profession the reproach that the poor man cannot get the same even-handed justice as the rich? It does not mean that he does not get justice before the Bench—that I have never heard said—but that in the ability to employ clever counsel and clever lawyers, and to spend the money necessary for the preparation of a case, he was at a disadvantage with the rich litigant, and the result of that disadvantage may well be that the scales of justice may be turned against him. It is a well-deserved reproach that we all must remember, because we know within limits that it is true. That the scales of justice are heavily weighted against the poor litigant is not an accurate statement, but nobody can deny that the rich litigant by being able to get hold of

the best man has an advantage. How are we going to meet that? It is something that needs to be met. . ."

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Revision of salaries of civil servants.—An order in council was passed on September 14 (P.C. 1644) recommending to the Civil Service Commission an upward revision of the salaries of certain classes of Dominion government employees. This decision was reached by the Government after hearing complaints that had been made by the employees against a recent employment classification fixed by the Civil Service Commission. The increases recommended by the Government were based in part on recommendations that were made in 1924 in the case of the postal employees, and in part on the new material and arguments submitted by the different grades of the service in support of their claims. At the time of the postal strike in June 1924, the Government promised that when the Civil Service Commission had completed its work of revising all salary schedules of the entire Civil Service, opportunity would be given the members of the service who had objections to file against these schedules, to submit their cases to a subcommittee of the Cabinet. A subcommittee heard the postal workers shortly before the close of the last session of Parliament, and later dealt with the further objections filed by other branches of the Civil Service. After considering all the material before it, the subcommittee sent a recommendation to the Cabinet on which the latter based order in council P.C. 1644. As the law then stood, the Civil Service Commission was the only body authorized to fix civil service salaries. The only other method would have been by legislation.

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"Employability" and unemployment.—The results of an inquiry into the personal circumstances and industrial history of about 11,000 claimants to unemployment benefits, were published in a report issued by the British Ministry of Labour. The claimants selected constituted a representative sample of the whole body of claimants. They were divided into four categories of "employability": (a) those who in normal times would be in steady employment (b) those who in normal times would obtain a fair amount of employment (c) those who in normal times would obtain partial employment (d) those verging on the unemployable. An analysis of the schedules showed that, in the opinion of interviewing officers, 62.7 per cent of all the males interviewed, and 77.2 per cent of all the females, were persons who in normal times would usually be in steady employment; while only 3.6 per cent of the males and 14 per cent of the females were regarded as "verging on the unemployable." The analysis also showed that the number of those men and women who were considered to be "verging on the unemployable" is in great part made up of elderly persons. Over two-thirds of the men placed in this category, and nearly one half of the women, were 60 and older. A large proportion of those classed as "verging on the unemployable" suffered from poor physique, poor health, or some manifest physical defect.

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Robert Simpson Company profit-sharing plan.—The Robert Simpson Company of Toronto continued the program started in 1919 for giving employees a share in the profits of the business. No employee could deposit more than 5 per cent of his or her wages, and in order that those in senior positions would not benefit unduly, no employee could deposit more than $2.00 weekly. The company contributed annually 5 per cent of net earnings after payment of depreciation and interest. A stock ownership plan was also put into effect so that officials and executives would be able to participate more actively in the company's affairs.

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Domestic workers in Mexico.—A trade union was organized in Mexico under the name "Syndicate of Home Workers," its membership comprising cooks, housemaids, washerwomen and every class of domestic employee. Under the proposed rules of the new union "every servant shall work for only eight hours a day and shall have one day's rest each week. She shall have 10 days holiday every year with full pay, while pay at double rates is to be made whenever a servant works extra time over and above her eight-hour day shift."

PRICES & EMPLOYMENT

Consumer, July

The Consumer Price Index (1961 = 100) increased 1.4 per cent to 186.5 in July from 184.0 in June, and was 11.0 per cent higher than last July. Food prices, which advanced by 2.3 per cent since June, were responsible for one half of the overall CPI increase, and the 10 cent a gallon excise tax imposed on gasoline, contributed another one-third. The all-items index, excluding food, rose 1.0 per cent.

On a seasonally adjusted basis, the all-items CPI advanced 1.0 per cent between June and July, including a 1.2 per cent increase in the food index and a 0.9 per cent rise in the index for all-items excluding food.

In July, the current annual rate of change in the CPI, based on the seasonally-adjusted movement since three months earlier, was 13.0 per cent, the highest rate of increase since the latter part of 1974.

Seasonally higher fresh produce prices, especially for vegetables, accounted for one half of the 2.3 per cent increase in the food index, and one-quarter of the increase because of higher pork prices, that by the beginning of July had advanced by 8.0 per cent for the month to a level of 44 per cent higher than a year ago. Beef prices averaged an increase of only 1.0 per cent, after rising sharply in June. Egg prices also advanced. Lower prices were recorded for margarine and other fats and oils, and sugar prices continued to decline. The price of home-consumed soft drinks declined slightly after increasing for 20 consecutive months.

Higher shelter costs for both owned and rented accommodation, and seasonally higher charges for vacation lodging, contributed to the advance of 1.0 per cent in the all-items index. Reduced consumer prices for automobiles, as a result of the elimination of the Ontario sales tax on certain new models, and slightly lower clothing prices, counteracted to a certain extent, the advance in the all-items index.

In terms of goods and services, the price level of goods increased 1.7 per cent between June and July, while services rose 0.9 per cent in the same period.

City consumer, July

Consumer price indexes advanced in all regional cities between June and July, with percentage increases ranging from 1.1 in Thunder Bay and Winnipeg to 1.7 in Saint John, Saskatoon and Regina. In other cities the advance was: 1.4 in St. John's; 1.3 in Halifax, Québec City, Montreal, and Calgary; 1.2 in Ottawa; 1.4 in Toronto; and 1.6 in Edmonton and Vancouver.

Employment, July

The seasonally adjusted employment level for the week ended July 19, was 9,316,000, a decrease of 12,000 from June, Statistics Canada reported. The level for persons aged 14 to 24 declined by 9,000, and for women 25 and over by 6,000. For men 25 and over, the level showed the third consecutive month-to-month increase—23,000. A decline in full-time work for both male and female workers was responsible for the decrease in the total level of employment.

The unemployment rate, seasonally adjusted, was 7.2 per cent in July, the same as in June. For those 14 to 24, the rate declined 0.3 per cent to 12.3 per cent. For women 25 and over, the rate was 5.5 per cent, a decline of 0.1 per cent.

On a provincial basis the rate increased by 1.0 per cent to 18.9 per cent in Newfoundland and by 0.2 per cent to 4.4 per cent in Alberta. It decreased by 1.7 per cent to 2.6 per cent in Manitoba; 0.5 per cent to 10.7 per cent in New Brunswick; 0.4 per cent to 7.9 per cent in British Columbia; 0.3 per cent to 7.0 per cent in Nova Scotia; and by 0.1 per cent to 6.3 per cent in Ontario. In Québec, at 8.8 per cent, and Saskatchewan at 2.9 per cent, the rate was unchanged.

There was a decline of 1,000 in the seasonally adjusted unemployment level between June and July. For persons 25 and over, the level increased, but declined for those aged 14 to 24. The unemployment level declined in Manitoba and British Columbia, while in the other provinces the changes did not exceed 2,000.

"With a supermarket on one side and a service station on the other, this is the perfect location for your loan company!"

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

Ottawa Valley Broadcasting Company Limited (Radio, Station CHOV), Pembroke, Ont., and Canadian Union of Public Employees (Conciliation Officer: K. Hulse).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment). Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Officer: A.E. Koppel).

Quebec North Shore and Labrador Railway Company Limited, Sept-Iles, Qué., and United Steel Workers of America (representing a unit of maintenance of way employees, a unit of shopcraft employees and a unit of office and technical employees), United Transportation Union (representing a unit of conductors and brakemen), Brotherhood of Railroad Signalmen (Conciliation Officer: G.R. Doucet).

Great Lakes Pilotage Authority, Cornwall, Ont., and Public Service Alliance of Canada (representing a unit of office employees and marine dispatchers) (Conciliation Officer: K. Hulse).

Marine Stevedoring Limited, Corner Brook, Nfld., and United Steel Workers of America, Local 7713 (Conciliation Officer: W.J. Gillies).

British Airways–British Overseas Airways Corporation, Montreal International Airport, Montreal, Qué., and International Association of Machinists and Aerospace Workers (Conciliation Officer: A.C. Sinclair).

Federal Terminals (Division of Federal Commerce and Navigation Co. Limited), Port-Cartier, Qué., and United Steel Workers of America, Local 5197 (Conciliation Officers: G.R. Doucet and S.T. Payne).

Denison Mines Limited, Elliot Lake, Ont., and United Steel Workers of America (representing a unit of security guards)(Conciliation Officer: H. Bartenbach).

Clarke Steamship Company Limited, Mr. Gilbert Arsenault, Logistec Corporation and Terminus Maritime Inc., Sept-Iles, Qué., and United Steel Workers of America, Local 5197 (Conciliation Officers: G.R. Doucet and S.T. Payne).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Qué., and Brotherhood of Locomotive Engineers, Local 743 (Conciliation Officer: M.K. Carson).

Multiple Access Limited (Broadcasting Division CFCF-TV, CFCF-AM, CFQR-FM, CFCX), Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Officer: S.T. Payne).

All Provinces Auto Terminals Ltd., Concord, Ont., and Teamsters Union Local 938 (representing unit of office and clerical employees)(Conciliation Officer: H.A. Fisher).

Canadian Broadcasting Corporation and Canadian Union of Public Employees, Broadcast Division

(representing a unit of office and professional employees and a unit of TV production employees)(Conciliation Officer: M. Archambault).

National Battlefields Commission, Québec City, Qué., and Public Service Alliance of Canada (Conciliation Officer: M. Archambault).

Radio CKML Inc., Mont-Laurier, Qué., and le Syndicat des employés de Radio CKML Inc. (CNTU)(Conciliation Officer: M. Archambault).

Borisko Brothers Limited, Scarborough, Ont., and Warehousemen and Miscellaneous Drivers Union, Local 419 (Conciliation Officer: K. Hulse).

Penners Transfer Ltd., Steinbach, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A.E. Koppel).

National Harbours Board, Saint John, N.B., and National Harbours Board Employees Federal Union No. 24 (Conciliation Officer: C.A. Ogden).

Connors Drilling Ltd., Edmonton, Alta., and United Steel Workers of America, Local 7288 (Conciliation Officer: J.M. Collins).

Cominco Ltd. (Con-Rycon Property), Yellowknife, N.W.T. and United Steel Workers of America (Conciliation Officer: J.M. Collins).

Settlements by conciliation officers. Rivtow Marine Limited, Straits Barge Limited and Straits Towing Limited, Vancouver, B.C., and International Union of Operating Engineers, Local 115 (representing a unit of barge equipment operators)(Conciliation Officers: D.H. Cameron and J.M. Collins)(LG, August).

Seaspan International Limited, North Vancouver, B.C., and International Union of Operating Engineers, Local 115 (representing a unit of barge equipment operators)(Conciliation Officers: D.H. Cameron and J.M. Collins)(LG, August).

Alltrans Express Ltd., Burnaby, B.C., and Office and Technical Employees Union, Local 15 (representing a unit of office employees)(Conciliation Officer: A.A. Franklin)(LG, August).

Ellison Milling and Elevator Co. Ltd., Lethbridge, Alta., and Canadian Food and Allied Workers, Local P661 (Conciliation Officer: A.A. Franklin)(LG, August).

Kleysen's Cartage Co. Ltd., and Kleysen's Inc., and Oil, Chemical and Atomic Workers International Union, Local 9-892 (representing a unit of employees based at Esterhazy, Sask., and North Gate, North Dakota) (Conciliation Officer: A.E. Koppel)(LG, July).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Canadian Air Line Employees Association (representing a unit of Marketing Division employees)(Conciliation Officer: W.J. Gillies)(LG, July).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 510 (representing mine examiners and shot firers) (Conciliation Officer: C.A. Ogden)(LG, June).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees)(Conciliation Officer: C.A. Ogden)(LG, June).

Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 504 (representing office employees)(Conciliation Officer: C.A. Ogden)(LG, June).

Active Cartage Limited, Rexdale, Ont., and Teamsters, Local 879 and General Truck Drivers Union, Local 938 (Conciliation Officers: T.B. McRae and K. Hulse)(LG, April).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V—Industrial Relations). McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing a unit of office employees) (Conciliation Officer: R. Tennant)(LG, August).

Canadian Arsenals Limited (Small Arms Division), Mississauga, Ont., and Canadian Union of Operating Engineers, Local 101 (Conciliation Officer: H.A. Fisher)(LG, August).

Cargill Grain Company Limited, Baie Comeau, Qué., and Canadian Merchant Service Guild (Conciliation Officer: S.T. Payne)(LG, July).

Northern Telephone Limited, New Liskeard, Ont., and Communications Workers of Canada (Conciliation Officer: K. Hulse)(LG, July).

B. Williamson Trucking and Leasing Limited, St. Catharines and Richmond Hill, Ont., and Teamsters Locals 879 and 938 (Conciliation Officer: H.A. Fisher)(LG, July).

Ogilvie Flour Mills Co. Limited, Medicine Hat, Alta., and Canadian Food and Allied Workers, Local Union P511 (representing production employees)(Conciliation Officer: A.A. Franklin)(LG, June).

Maple Leaf Mills Limited, Medicine Hat, Alta., and Canadian Food and Allied Workers, Local P511 (representing production employees)(Conciliation Officer: A.A. Franklin)(LG, June).

Settlements reached following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Ogilvie Flour Mills Co. Medicine Hat, Alta., and Canadian

Food and Allied Workers, Local P511 (representing production employees)(see above).

Maple Leaf Mills Limited, Medicine Hat, Alta., and Canadian Food and Allied Workers, Local P511. (representing production employees)(see above).

Dispute lapsed following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Richardson Transport Ltd., Calgary, Alta., and General Teamsters, Local 362 (Conciliation Officer: J.M. Collins)(LG, August).

Conciliation commissioner appointments. Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of launchmasters and launchengineers)(Conciliation Commissioner: Prof. Joseph C. Smith).

S.M.T. (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of bus drivers, maintenance, express and ticket agents)(Conciliation Commissioner: Lorne O. Clarke, Q.C.)(LG, August).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: Adrian G. Smith)(LG, August).

National Harbours Board (Montréal Harbour), Montréal, Qué. and United Transportation Union, Local 1673 (Conciliation Commissioner: Pierre Dufresne)(LG, July).

Atomic Energy of Canada Limited and Society of Professional Engineers and Associates of Atomic Energy of Canada Limited (representing a unit of professional employees with Power Projects, Sheridan Park, Mississauga, Ont.)(Conciliation Commissioner: George S.P. Ferguson, Q.C.)(LG, July).

Conciliation commissioner reports received. Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: Adrian G. Smith) (see above)(Full text appears in Supplement No. 2, 1975).

United Air lines, Inc., Vancouver International Airport, Vancouver, B.C., and International Association of Machinists and Aerospace Workers, Local 1500 (Conciliation Commissioner: Professor Joseph C. Smith) (LG, August)(Full text appears in Supplement No. 2, 1975).

Atlantic Pilotage Authority, Halifax, N.S., and Canadian Merchant Service Guild (representing marine pilots)(Conciliation Commissioner: Prof. Innis Christie)(LG, August)(Full text appears in Supplement No. 2, 1975).

Conciliation commissioner settlements. Cape Breton Development Corporation (Coal Division), Sydney, N.S., and United Mine Workers of America, District 26 (representing miners)(Conciliation Commissioner: Lorne O. Clarke, Q.C.)(LG, August).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions)(Conciliation Commissioner: Hugh G. Ladner)(LG, May).

Settlement reached at conciliation commissioner stage. Greyhound Lines of Canada Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (representing a unit of drivers, terminal and garage employees) (Conciliation Commissioner: Prof. Joseph C. Smith)(LG, July).

Dispute lapsed at conciliation commissioner stage. Kootenay Broadcasting Company Limited and E.K. Radio Ltd., Cranbrook, B.C., and Association of Commercial and Technical Employees, Local 1705 (CLC) (representing a unit of employees at CJAT/AM and FM, Trail, B.C.)(LG, April).

Appointment of mediator under Sec. 195. Télécâble de Québec Inc., Québec, Qué., and Canadian Union of Public Employees, Local 1417 (representing salesmen)(Mediator: M. Archambault)(LG, August).

Télécâble de Québec Inc., Québec, Qué., and Canadian Union of Public Employees, Local 1417 (representing operating employees)(Mediator: M. Archambault) (LG, August).

Atlantic Pilotage Authority, Halifax, N.S., and Canadian Merchant Service Guild (representing marine pilots)(Mediator: M.K. Carson)(see above).

Settlements reached by mediator under Sec. 195 of the Canada Labour Code (Part V—Industrial Relations). Algoma Central Railway, Sault Ste. Marie, Ont., and Brotherhood of Railway Carmen of the United States and Canada; International Association of Machinists and Aerospace Workers and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Mediator: M.K. Carson)(LG, August).

Algoma Central Railway, Sault Ste. Marie, Ont., and United Transportation Union (T)(Mediator: M.K. Carson) (LG, August).

Télécâble de Québec Inc., Québec, Qué., and Canadian Union of Public Employees, Local 1417 (representing salesmen)(Mediator: M. Archambault)(see above).

Télécâble de Québec Inc., Québec, Qué., and Canadian Union of Public Employees, Local 1417 (representing operating employees)(Mediator: M. Archambault) (see above).

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

British Airways—British Overseas Airways Corporation, Toronto International Airport, Toronto, Ont., and International Association of Machinists and Aerospace Workers (Conciliation Officer: H.A. Fisher).

Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officer: D.H. Cameron).

Air Canada and Canadian Air Line Flight Attendants Association (Conciliation Officer: A.C. Sinclair).

Canadian National Railway Company and United Transportation Union (representing a unit of bus drivers in Road Cruiser Highway Bus Service in Newfoundland)(Conciliation Officer: W.J. Gillies).

Keith MacKinnon Transport Limited, Charlottetown, P.E.I., and Construction and General Labourers and General Workers in Construction Industrial and Commercial, Local 1079-A (Conciliation Officer: C.A. Ogden).

Smit & Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Officers: C.A. Ogden and R.L. Kervin).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Canadian Air Line Pilots Association (Conciliation Officer: W.J. Gillies).

Eldorado Nuclear Limited, Port Hope, Ont., and United Steelworkers of America (representing a unit of security force employees)(Conciliation Officer: H.A. Fisher).

Allied Aviation Service Company of Newfoundland Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers; Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers and Station Employees (Conciliation Officer: W.J. Gillies).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, New Brunswick and International Longshoremen's Association, Local 273 (Conciliation Officers: C.A. Ogden and R.L. Kervin).

Western Airlines Inc., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing a unit of employees classified as customer service representative, senior customer service representative, customer service representative secretary in Calgary)(Conciliation Officer: A.A. Franklin).

Larivière Transport Ltée, Montebello, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Officer: M. Archambault).

Ogilvie Flour Mills Co., Limited, Edmonton, Alta., and Canadian Food and Allied Workers, Local P511 (Conciliation Officer: G.W. Rogers).

Atomic Energy of Canada Limited (Heavy Water Plant), Port Hawkesbury, N.S., and Oil, Chemical and Atomic Workers International Union, Local 9-832 (Conciliation Officer: C.A. Ogden).

Settlements by Conciliation Officers. Ottawa Valley Broadcasting Company Limited (Radio Station CHOV), Pembroke, Ont., and Canadian Union of Public Employees (Conciliation Officer: K. Hulse) (LG, September).

Québec North Shore and Labrador Railway Company, Limited, Sept-Iles, Qué., and United Steelworkers of America (representing a unit of maintenance of way employees, a unit of shopcraft employees and a unit of office and technical employees), United Transportation Union (representing a unit of conductors and brakemen), Brotherhood of Railway Signalmen (Conciliation Officer: G.R. Doucet)(LG, September).

Marine Stevedoring Limited, Corner Brook, Nfld., and United Steelworkers of America, Local 7713 (Conciliation Officer: W.J. Gillies)(LG, September).

National Battlefields Commission, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: M. Archambault)(LG, September).

Borisko Brothers Limited, Scarborough, Ont., and Warehousemen and Miscellaneous Drivers Union, Local 419 (Conciliation Officer: K. Hulse)(LG, September).

Lakeshore Movers and Warehousing (Canada) Limited, Pointe-Claire, Qué., and Teamsters Local 931 (representing a unit of drivers and mechanics) (Conciliation Officer: S.T. Payne)(LG, August).

Robert Transport Ltée, Rougemont, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Officer: M. Archambault)(LG, August).

Maritime Employers Association and International Longshoremen's Association, Local 1654 (representing a unit of longshoremen at the Port of Hamilton)(Conciliation Officer: T.B. McRae)(LG, August).

Settlements reached at the conciliation officer stage. British Airways—British Overseas Airways Corporation, Montreal International Airport, Montréal, Québec and International Association of Machinists and Aerospace Workers (LG, September).

Nordair Limited, Montréal International Airport, Dorval, Qué., and International Association of Machinists and Aerospace Workers, Lodge No. 2309

(representing a unit of employees of the maintenance, traffic, operating and stores division)(LG, August).

Dispute lapsed at conciliation officer stage Four Seasons Radio Ltd., Kelowna, B.C., and Association of Commercial and Technical Employees', Local 1707 (CLC)(LG, November).

Strike action at conciliation officer stage. Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont., and International Union of Operating Engineers, Local 920 (representing a unit of stationary engineers, power house mechanics and equipment operators)(Conciliation Officer: H.A. Fisher)(strike action commenced July 14, 1975)(LG, August).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V—Industrial Relations). The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of masters/partolmen and boatmen).

Goderich Elevator and Transit Company Limited, Goderich, Ont., and Federal Union 23736 (CLC) (representing a unit of grain elevator employees) (Conciliation Officer: H. Bartenbach)(LG, August).

Hill Security Limited, Toronto and Ottawa, Ont., and Teamsters Locals 419 and 91 (Conciliation Officer: H. Bartenbach)(LG, July).

Settlements reached following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Hill Security Limited, Toronto and Ottawa, Ont., and Teamsters Locals 419 and 91 (see above).

McNeil Transport Limited, Brockville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (representing a unit of office employees)(LG, September).

Northern Telephone Limited, New Liskeard, Ont., and Communications Workers of Canada (LG, September).

Strike action following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Goderich Elevator and Transit Company Limited, Goderich, Ont., and Federal Union 23736 (CLC) (representing a unit of grain elevator employees) (Conciliation Officer: H. Bartenbach)(Strike action commenced July 17, 1975)(See above).

Conciliation commissioner appointments. Air Canada and Canadian Air Line Employees Association (representing a unit of employees in the Finance Branch in Canada)(Conciliation Commissioner: Duncan J. Jessiman, Q.C.).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Commissioner: J.F. O'Sullivan)(LG, September).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont., and Ottawa Atomic Workers Union, Local 1541 (CLC)(Conciliation Commissioner: Judge J.C. Anderson)(LG, August).

Canadian Pacific Airlines, Limited, Vancouver International Airport, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Commissioner: Prof. Joseph C. Smith)(LG, August).

Conciliation commissioner reports received. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Commissioner: J.F. O'Sullivan)(see above)(Full text appears in Supplement No. 3, 1975.)

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont., and Ottawa Atomic Workers Union, Local 1541 (CLC)(Conciliation Commissioner: Judge J.C. Anderson)(see above)(Full text appears in Supplement No. 3, 1975.)

Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of launchmasters and launchengineers)(Conciliation Commissioner: Prof. Joseph C. Smith)(LG, September)(Full text appears in Supplement No. 3, 1975.)

S.M.T. (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of bus drivers, maintenance, express and ticket agents)(Conciliation Commissioner: Lorne O. Clarke, Q.C.)(LG, September)(Full text appears in Supplement No. 3, 1975.)

Atomic Energy of Canada Limited and Society of Professional Engineers and Associates of Atomic Energy of Canada Limited (representing a unit of professional employees with Power Projects, Sheridan Park, Mississauga, Ont.,)(Conciliation Commissioner: George S.P. Ferguson, Q.C.)(LG, September)(Full text appears in Supplement No. 3, 1975.)

Big Valley Supply and Enterprises Limited, Calgary, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: Professor Stephen G. Peitchinis)(LG, August)(Full text appears in Supplement No. 3, 1975.)

Conciliation commissioner settlements. Pacific Pilotage Authority, Vancouver, B.C., and Canadian Merchant Service Guild (representing a unit of launchmasters and

launchengineers)(Conciliation Commissioner: Professor Joseph C. Smith)(see above).

Grimshaw Trucking and Distributing Ltd., Edmonton, Alta., and General Teamsters, Local 362 (Conciliation Commissioner: Adrian G. Smith)(LG, September).

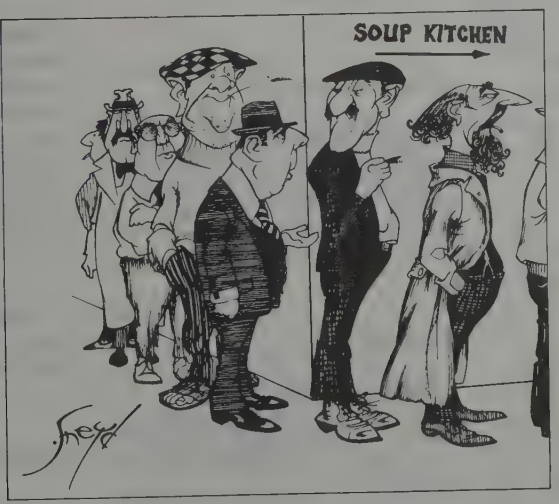
National Harbours Board, Montréal, Qué., and le Syndicat national des employés de perception (CSN) (Conciliation Commissioner: Pierre Dufresne)(LG, August).

strike action following conciliation commissioner procedure. United Air Lines, Inc., Vancouver International Airport, Vancouver, B.C. and International Association of Machinists and Aerospace Workers, Local Lodge 1500 (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, September)(Strike action commenced July 10, 1975).

Appointment of mediator under Sec. 195. Atomic Energy of Canada Limited and Society of Professional Engineers and Associates of Atomic Energy of Canada Limited (representing a unit of professional employees with Power Projects, Sheridan Park, Mississauga, Ont.)(Mediators: A.R. Gibbons and H. Bartenbach)(see above).

Strike action following appointment of mediators under Sec. 195, Canada Labour Code (Part V—Industrial Relations). Atomic Energy of Canada Limited and Society of Professional Engineers and Associates of Atomic Energy of Canada Limited (representing a unit of professional employees with Power Projects, Sheridan Park, Mississauga, Ont.)(Mediators: A.R. Gibbons and H. Bartenbach)(see above) (strike action commenced July 22, 1975).

Atlantic Pilotage Authority, Halifax, N.S. and Canadian Merchant Service Guild (representing marine pilots)(Mediator: M.K. Carson)(LG, September) (strike action commenced July 6, 1975 and terminated July 31, 1975).



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"And like a fool, I told my boss to stop passing me the buck."

Additions to the Library

LIST NO. 317

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENT PREVENTION

1. Petersen, Dan. Safety management, a human approach. Englewood, N.J., Aloray, 1975. 395p.

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2. Denton, Frank Trevor. Prices, incomes and capital formation in Canadian agriculture, by Frank T. Denton, David Freshwater and A. Leslie Robb. Ottawa, Canada Food Prices Review Board, 1974. 31, 31p. Titre en français: Prix, revenus et formation de capital dans l'agriculture canadienne.

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3. Douglas, George Warren. Economic regulation of domestic air transport: theory and policy, by George W. Douglas and James C. Miller III. Washington, Brookings Institution, c1974. 211p.

CIVIL SERVICE

4. Civil servants and change, joint statement by the National Whitley Council and final report by the Wider Issues Review Team. London, Civil Service Department, 1975. 42p.

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5. Canada. Department of Communications. Communications: some federal proposals. Information Canada, 1975. 17, 19p. Titre en français: Télécommunications: quelques propositions fédérales.

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6. Bosch-Domènech, Antoni. Learning by searching: an analysis of consumer decision-making. London, Ont., University of Western Ontario, Department of Economics, 1975. 36p.

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7. Barnet, Richard Joseph. Global reach: the power of the multinational corporations, by Richard J. Barnet and Ronald E. Muller. New York, Simon and Schuster, 1974. 508p.

8. Conference Board. Experience with foreign production work forces, by James R. Basche, Jr. and Michael G. Duerr. New York, 1975. 35p.

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9. National Economic Conference, Montréal, 1974. Priorities in transition; proceedings of the National Economic Conference, Montréal, December 1, 2 and 3, 1974. Ottawa, Information Canada, 1975. 125p. Titre en français: Evolution des priorités; compte rendu de la Conférence économique nationale.

10. 1985: interindustry forecasts of the American economy, by Clopper Almon, Jr. and others. Lexington, Mass., Lexington Books, 1974. 250p.

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13. Piaget, Charles. Lip; Charles Piaget et les Lip racontent. Postface de Michel Rocard. Paris, Stock, 1973. 214p.

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14. Farnsworth, Richard Ashley. Productivity and law. Westmead, Eng., Saxon House; Lexington, Mass., Lexington Books, c1975. 364p.

15. Guest, David. Worker participation: individual control and performance, by David Guest and Derek Fatchett. London, Institute of Personnel Management, 1974. 252p.

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16. Brennan, John. The conscious communicator; making communication work in the work place. Reading, Mass., Addison-Wesley, c1974. 191p.

FREE TRADE AND PROTECTION

17. Saunders, Christopher Thomas. From free trade to integration in Western Europe? London, Chatham House: PEP, 1975. 107p.

FRENCH LANGUAGE

18. Morrison, Robert Neil. The use of French and the employment of francophones in business in Québec, by R.N. Morrison. Some concepts basic to legal rights, by S.A. Scott. Québec, Editeur officiel du Québec, 1974, c1973. 111p.

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19. Barth, Michael C. Toward an effective income support system: problems, prospects and choices, by Michael C. Barth, George J. Carcagno and John L. Palmer; with an overview paper by Irwin Garfinkel. Madison, Institute for Research on Poverty, University of Wisconsin, 1974. 189p.

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20. A guide to employer employee relations; a book of readings. Edited by Dennis R. Kobs. St. Louis, Catholic Hospital Association, 1974. 135p.

21. U.S. Bureau of Labor Statistics. Hospitals, August 1972. Washington. G.P.O., 1975. 116p.

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25. Scott, Rachel. Muscle and blood. 1st.ed. New York, Dutton, 1974. 306p.

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30. Ingham, Geoffrey Keith. Strikes and industrial conflict, Britain and Scandinavia. London, Macmillan, 1974. 95p.

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32. Wallen, Saul. The Saul Wallen papers: a neutral's contribution to industrial peace; compiled and edited by Byron Yaffe. Ithaca, New York

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37. Smith, Douglas A. Direct labour costs in the food processing industries in Canada. Ottawa, Canada Food Prices Review Board, 1975. 26, 29p. Titre en français: Coûts directs de main-d'oeuvre dans le secteur de la transformation des produits alimentaires au Canada.

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39. Dawson, Donald Allan. Hired farm labour in Canada, by Donald A. Dawson and David Freshwater. Ottawa, Canada Food Prices Review Board, 1975. 30, 32p. Titre en français: Les travailleurs agricoles rémunérés au Canada.

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41. Levitan, Sar A. The quest for a Federal manpower partnership, by Sar A. Levitan and Joyce K. Zickler. Cambridge, Mass., Harvard University Press, 1974. 131p.

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42. Haig, B.D. The participation of married women in the Australien work-force 1961 to 1972, by B.D. Haig and Margeret Wood. Bedford Park, Australia, Institute of Labour Studies, Flinders University of South Australia, 1973. 68p.

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44. McGill, Dan Mays. Employer guarantee of pension benefits. Homewood, Ill., Published for the Pension Research Council, Wharton School, University of Pennsylvania, by R.D. Irwin, 1974. 49p.

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49. Field, Frank. Unequal Britain; a report on the cycle of inequality. London, Arrow Books, 1974. 64p.

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medical care in Britain and the Continent, by Roger Lawson. Social security and medical care in the context of the European Community, by Bruce Reed. London, Chatham House: PEP, 1975. 75p.

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53. Coote, Anna. Women's rights: a practical guide, by Anna Coote and Tess Gill. Revised printing. Harmondsworth, Eng., Penguin Books, 1974. 349p.

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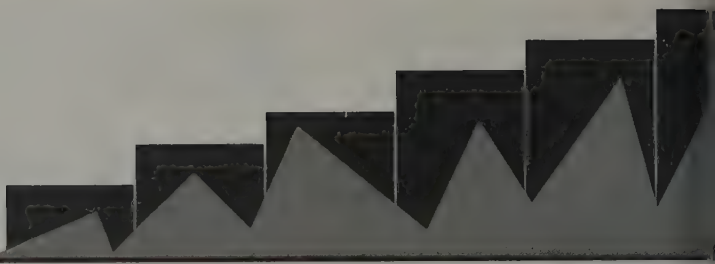
labour statistics



Principal Items	Date	Amount	Percentage Change from Previous Month		Percentage Change from Previous Year	
		(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*						
Week ended June 21, 1975		10,341	+	2.4	+	4.8
Employed	June 1975	9,638	+	2.8	+	2.5
Agriculture	"	533	+	3.7	–	0.2
Non-agriculture	"	9,104	+	2.7	+	2.7
Paid workers	"	8,552	+	3.0	+	2.9
At work 35 hours or more	"	7,611	+	3.2	+	1.3
At work less than 35 hours	"	1,527	–	3.5	+	4.9
Employed but not at work	"	500	+	19.0	+	16.3
Unemployed	"	704	–	1.4	+	50.1
Atlantic	"	75	–	29.9	+	15.4
Quebec	"	230	–	1.3	+	39.4
Ontario	"	256	+	8.5	+	73.0
Prairies	"	49	–	9.3	+	44.1
British Columbia	"	94	+	13.3	+	64.9
Without work and seeking work	"	666	–	0.4	+	47.7
On temporary layoff up to 30 days	"	37	–	17.8	+	105.6
INDUSTRIAL EMPLOYMENT (1961 = 100)†	March 1975	137.5	+	0.3	–	0.6
Manufacturing employment (1961 = 100)†	"	125.3	+	0.5	+	5.3
IMMIGRATION	First Quarter 1975	43,448		–	–	4.1
Destined to the labour force	"	19,877		–		–
STRIKES AND LOCKOUTS						
Strikes and lockouts	May 1975	251	+	24.2	–	1.2
No. of workers involved	"	107,628	+	135.6	+	11.4
Duration in man days	"	680,950	+	15.8	–	51.3
EARNINGS AND INCOME						
Average weekly earnings (ind. comp.)†	March 1975	195.82	+	0.8	+	14.5
Average hourly earnings (mfg.)†	"	4.92	+	1.7	+	18.6
Average weekly hours paid (mfg.)†	"	38.3	–	1.0	–	3.0
Consumer price index (1961 = 100)	June 1975	184.0	+	0.8	+	10.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	March 1975	140.8	+	0.2	+	3.6
Total labour income (millions of dollars)†	May 1975	7,155.1	+	3.7	+	14.6
INDUSTRIAL PRODUCTION†						
Total (average 1961 = 100)	May 1975	203.9	–	0.5	–	5.7
Manufacturing	"	205.2	–	0.2	–	5.9
Durables	"	235.4	–	0.4	–	7.8
Non-durables	"	181.4			–	3.7
NEW RESIDENTIAL CONSTRUCTION**						
Starts	May 1975	17,187		–	–	14
Completions	"	13,072		–	–	37
Under construction	"	124,165		–	–	24

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

†Advance data.

‡Preliminary.

**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-1975

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Percentage of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974:					
May	143	254	96,535	1,398,940	0.80
June	121	226	217,420	2,025,650	1.24
July	130	236	107,848	1,021,110	0.55
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
*1975:					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,224	0.34
May (1)	103	251	107,628	680,950	0.38

* Preliminary. † Revised.

(1) Totals do not include one work stoppage in Quebec for which figures are not available.

STRIKES AND LOCKOUTS, MAY, 1975, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	6	1,554	23,630
Prince Edward Island	-	-	-	-
Nova Scotia	9	9	938	3,190
New Brunswick	1	6	374	6,600
Quebec (1)	30	99	67,106	340,990
Ontario	33	62	15,523	106,100
Manitoba	6	10	3,303	46,790
Saskatchewan	6	10	1,027	14,550
Alberta	-	4	790	16,030
British Columbia	11	32	8,209	66,930
Federal	5	13	8,804	56,140
All jurisdictions (1)	103	251	107,628	680,950

(1) Totals do not include one work stoppage in Quebec for which figures are not available.

STRIKES AND LOCKOUTS, MAY, 1975, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	1	410	6,050
Mines	4	18	6,041	109,630
Manufacturing	40	109	21,520	265,260
Construction	17	22	8,713	77,210
Transpn. & utilities	5	22	9,860	58,790
Trade	11	24	1,260	15,200
Finance	2	4	2,369	25,615
Service	10	27	1,189	53,350
Public administration	12	23	3,266	19,860
All industries (1)	103	251	107,628	680,950

(1) Totals do not include one work stoppage in Quebec for which figures are not available.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Société Forestière Domtar Ltée., Dolbeau, Qué.	Woodworkers Fed'n (Ind).	250	5,250	23,750	Jan. 16	Sympathy strike–
Macmillan Bloedel (Sproat Lake Div.), Port Alberni, B.C.	Woodworkers Loc. 185 (AFL-CIO/CLC)	160	800	800	May 8 May 15	Working conditions– Not reported–
Mines						
METAL MINES						
Lornex Mining Corp. Ltd., Kamloops, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	500	2,500	2,500	May 8 May 15	Not reported– Not reported–
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	575	12,730	26,690	Mar. 28	Wages–
Steep Rock Iron Mines Ltd., Caland Ore Co. Ltd., Atikokan, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	820	7,610	7,610	May 18	Wages, fringe benefits–
NON-METAL						
Asbestos Corporation Ltd., Thetford Mines, Qué.	Fed'n of Metal Trades Unions (CNTU)	1,956	41,080	101,710	Mar. 18	Wages, COLA clause, working conditions–
Lake Asbestos of Quebec Ltd., Black Lake, Que.	Steelworkers Loc. 7649 (AFL-CIO/CLC)	525	11,030	27,310	Mar. 18	Wages, COLA clause, working conditions–
Bell Asbestos Mines Ltd., Thetford Mines, Que.	Steelworkers Loc. 8026 & 7285 (AFL-CIO/CLC)	440	9,240	22,880	Mar. 18	Wages, COLA clause, working conditions–
Carey Canadian Mines Ltd., East Broughton, Que.	Fed'n of Metal Trades Unions (CNTU)	370	7,770	19,240	Mar. 18	Wages, COLA clause, working conditions–
National Asbestos Mines Ltd., Thetford Mines, Que.	Fed'n of Metal Trades Unions (CNTU)	170	3,570	8,840	Mar. 18	Wages, COLA clause, working conditions–
Potash Company of American, Patience Lake, Saskatchewan.	Steelworkers Loc. 7689	180	3,990	7,850	Apr. 1	Not reported–
Duval Corp of Canada, Saskatoon, Sask.	Steelworkers Loc. 7458	310	6,860	9,630	Apr. 18	Wages, job classification–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Manufacturing						
FOOD AND BEVERAGES						
Quebec Poultry Ltd., Quebec, Que.	Commerce Fed'n (CNTU)	360	7,560	19,080	Mar. 17	Master agreement–
La Cie Quebec Poultry Ltée., St-Jean Baptiste de Rouville, Qué.	Commerce Fed'n (CNTU)	600	12,600	12,600	Apr. 3	Master agreement–
Aliments Flamingo, St-Rosalie, Qué.	Commerce Fed'n (CNTU)	125	2,630	5,130	Apr. 3	Master agreement–
Abattoir Berthier Inc., Berthierville, Qué.	Commerce Fed'n (CNTU)	207	4,350	8,490	Apr. 3	Master agreement–
Molson Brewery B.C. Ltd., Vancouver, B.C.	Brewery Workers (300) (AFL-CIO/CLC)	165	1,210	1,210	May 20	Not reported–
Canso Seafoods Ltd., Canso, N.S.	Food Workers Loc. 642 (AFL/CIO/CLC)	351	350	350	May 22 May 23	Working conditions– Return of workers–
York Farms, Sardis, B.C.	Food Workers Loc. P-430 (AFL-CIO/CLC)	400	800	800	May 22 May 26	Not reported– Not reported–
General Foods Ltd., Lasalle, Que.	Food & Allied Workers Loc. P-766 (AFL-CIO/CLC)	450	2,030	2,030	May 27	Wages, fringe benefits–
LEATHER						
Maxine Footwear Co. Inc., Montreal, Que.	CSD	350	7,350	11,900	Apr. 14	Wages, seniority–
Denny Stewart Ltd., Montreal, Que.	Food Workers Loc. L-102 (AFL-CIO/CLC)	168	340	4,880	Mar. 24 May 5	Wages, piece work– Terminated by mutual agreement–
Dependable Shoe Mfg., Co. Montreal, Que.	Food Workers Loc. L-102 (AFL-CIO/CLC)	136	1,500	1,500	May 15	Not reported–
TEXTILES						
Wabasso Ltd., Trois-Rivières, Que.	United Textile Worker Loc. 322 (AFL-CIO/CLC)	1,000	17,140	17,140	May 8	Wages, fringe benefits–
KNITTING MILLS						
Penmans Ltd., St-Hyachinthe, Que.	Textile Fed'n (CNTU)	330	2,970	79,200	May 31/74 May 14/75	Wages– Wage increase–
WOOD						
B.C. Forest Products, Youbou, B.C.	Woodworkers Loc. 1-80 (AFL-CIO/CLC)	450	9,450	19,800	Mar. 28	Suspension of three workers–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days May	 Accumulated	Starting Date Termination Date	Major Issues Result
FURNITURE & FIXTURES						
Victoriaville Furniture Ltd., Victoriaville, Que.	Travailleur du meuble de Victoriaville, (CSD)	150	2,700	4,800	Apr. 11 May 28	Seniority clause– Terminated by mutual agreement
Victoriaville Specialties Co. Ltd., Victoriaville, Que.	Upholsterers Loc. 573 (AFL-CIO/CLC)	104	2,180	3,640	Apr. 11	Wages, fringe benefits–
Various Mattress Companies, Vancouver area, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	231	3,700	3,700	May 6	Wages, fringe benefits–
PAPER						
Kruger Pulp & Paper Co. Ltd., Lasalle, Que.	Fed'n of Paper Workers (CNTU)	200	3,800	3,800	May 5	Sympathy strike–
Sonoco Products Ltd., Terrebonne, Que.	Fed'n of Paper Workers (CNTU)	110	2,310	20,240	Sep. 9/74	Seniority, COLA adjustment–
Rayonnier Québec (ITT), Port-Cartier, Que.	Canadian Paper Wkrs. Loc. 1125 (CLC)	225	4,730	22,730	Jan. 8	Suspension of some workers–
Emballage Domtar Ltée., Montreal, Que.	Chemical Wkrs. Loc. 314 (AFL-CIO/CLC)	225	4,730	8,780	Apr. 7	COLA clause–
Canadian Johns Manville Co. Ltd., North Bay, Ontario.	Canadian Paperworkers Loc. 870 (CLC)	210	4,410	7,140	Apr. 14	Breakdown of negotiations–
Abitibi Provincial Paper Thorold, Ont.	Canadian Paperworkers Union Loc. 290 (CLC)	600	2,570	2,570	May 13 May 20	Protesting disciplimary action against 4 workers– Return of workers–
Weyerhauser Canada Ltd., (Pulp Div.) Kamloops, B.C.	Pulp Paper and Woodworkers of Canada Loc. 10 (CLC)	460	460	460	May 22 May 23	Not reported– Not reported–
PRINTING AND PUBLISHING						
Montreal Star, Montreal, Que.	Newspaper Guild Loc. (111) (AFL-CIO/CLC)	450	230	230	May 30	Wages, fringe benefits–
Moore Business Forms, Winnipeg, Manitoba.	Printing and Graphic Loc. 537 (AFL-CIO/CLC)	112	2,350	2,460	Apr. 30	Wages–
Twelve Printing Companies, Quebec, Que.	Syndicats Nat. d'imprimerie de Québec (CSN)	260	3,380	3,380	May 13	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
PRIMARY METAL						
Union Carbide, Beauharnois, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	450	9,960	42,510	Jan. 19	Working conditions, interpretation of contract–
Holmes Foundry Ltd. Point Edward, Ont.	Auto workers Loc. 456 (CLC)	490	10,290	18,870	Apr. 7	Not reported–
Aluminum Co. of Can., Arvida, Que.	Fed'n of Metal Trades Unions (CNTU)	350	3,250	6,400	Apr. 18 May 15	Dispute over suspensions– Return of wkrs. when company imposed fines–
Emco Limited, London, Ontario.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	265	5,570	6,900	Apr. 24	Wages, fringe benefits–
Enamel & Heating Products Ltd., Amherst, N.S.	Steelworkers Loc. 2231 (AFL-CIO/CLC)	100	500	500	May 26	Working conditions–
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Que.	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,630	14,380	Dec. 16/74	Employees locked-out; wages for females–
A. C. Wickman Ltd., Toronto, Ont.	U.E. Loc. 112 (CLC)	112	2,350	5,710	Mar. 19	Wages–
Ecko Canada Ltd., Scarborough, Ont.	Auto workers Loc. 124 (CLC)	120	720	3,180	Apr. 2 May 9	Wages, fringe benefits– Terminated by mutual agreement–
Chubb-Mosler & Taylor Safes, Brampton, Ont.	Chemical Wkrs. Loc. 678 (AFL-CIO/CLC)	180	720	2,160	Apr. 21 May 7	Not reported– Terminated by mutual agreement–
Canada Forgings Ltd., Welland, Ont.	Auto Workers Loc. 275 (CLC)	230	4,370	4,370	May 5	Wages–
MACHINERY						
Farr Company Ltd., Ville de Laval, (Mtl), Quebec.	CNTU	100	2,100	3,400	Apr. 14	Not reported–
National Cash Register, Etobicoke, Ont.	Graphic Arts Loc. 28B (AFL-CIO/CLC)	121	2,540	5,200	Apr. 1	Wages, fringe benefits–
Metal Industries Ass'n, Vancouver, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC)	350	2,800	2,800	May 12 May 23	Not reported– Not reported–
TRANSPORTATION EQUIP.						
Pratt & Whitney of Can. Ltd., (United Aircraft) Longueuil, Que.	Auto Workers Loc. 510 (CLC)	1,000	21,000	682,800	Jan. 7/74	Union security, wages, COLA clause–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Bendix Home Systems Ltd., Penticton and Oliver, B.C.	Carpenters Loc. 2511 (AFL-CIO/CLC)	190	3,990	4,560	Apr. 28	Not reported–
AFC Canada Ltd., (Carburator Div.), Bramalea, Ont.	Machinists Loc. 2243 (AFL-CIO/CLC)	160	1,760	1,760	May 15	Wages–
ELECTRICAL PRODUCTS						
Leviton Manufacturing of Canada Ltd., Montreal, Que.	Steelworkers Loc. 15 510 (AFL-CIO/CLC)	551	8,820	37,670	Feb. 14 May 26	Wages– Return of workers when agreement reached–
I.T.T. Wire & Cable, St-Jérome, Que.	I.U.E. Loc. 589 (AFL-CIO/CLC)	110	2,310	2,310	Apr. 27	Not reported–
Wabco Ltd., (Westinghouse) Air Brake Div. Hamilton, Ont.	U.E. Loc. 558 (CLC)	300	1,200	1,200	May 22 May 28	Wages– Return of workers
GTE Automatic Electric (Canada) Ltd., Brockville, Ont.	I.U.E. Loc. 526 (AFL-CIO/CLC)	1,144	5,720	5,720	May 26	Wages, fringe benefits, union jurisdiction, other contract issues–
Westinghouse Canada Ltd., Appliance Div., Hamilton, Ont.	U.E. Loc. 504 (CLC)	2,000	4,000	4,000	May 9 May 13	Slowness of contract negotiations– Return of workers–
NON-METALLIC MINERAL PRODUCTS						
Consumers Glass Co. Ltd., Lavington, B.C.	Glass & Ceramic Wkrs. Loc. 257 (AFL-CIO/CLC)	340	4,610	26,910	Jan. 30 May 20	Wages, fringe benefits, grievances– Terminated by mutual agreement–
Dominion Glass Co. Ltd., Montreal, Que.	Glass & Ceramic Wkrs. Loc. 206 (AFL-CIO/CLC)	891	3,560	3,560	May 18 May 22	Not reported– Not reported–
CHEMICAL PRODUCTS						
Cyanamid of Canada, Saint-Jean, Que.	Chemical Wkrs. Loc. 449 (AFL-CIO/CLC)	254	5,330	23,370	Jan. 21	Wages–
Electric Reduction Co. of Canada, Long Harbour, Nfld.	Steelworkers Loc. 7428 (AFL-CIO/CLC)	387	2,320	2,320	May 23	Wages, safety conditions–
MISCELLANEOUS MFD.						
Coleco (Canada) Ltd., Montreal, Que.	Steelworkers Loc. 7895 (AFL-CIO/CLC)	300	6,300	13,240	Apr. 16	Dismissal of some workers–
A.G. Spalding of Canada Ltd., Brantford, Ont.	Woodworkers Loc. 2-233 (AFL-CIO/CLC)	203	610	610	May 7 May 12	Wages– Terminated by mutual agreement–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Mechanical Contractors Ass'n of N.B., Fredericton, N.B.	Loc. 772 (AFL-CIO/CLC)				May 16	other contract issues– Terminated by mutual agreement–
Petrosar Ltd., Sarnia, Ont.	Plumbers Loc. 488 (AFL-CIO/CLC)	800	3,200	3,200	May 9 May 15	Jurisdiction dispute between unions– Not reported–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba.	Sheet Metal Wkrs Loc. 511 (AFL-CIO/CLC)	450	9,450	9,450	May 1	Wages–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Man.	Carpenters Loc. 343 (AFL-CIO/CLC)	1,000	21,000	21,000	May 1	Wages, other contract issues–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba.	Asbestos Wkrs. (AFL-CIO/CLC)	100	1,600	1,600	May 8	Not reported–
Electrical Const. Ass'n. (Building Contractors) Hamilton area, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	980	8,820	8,820	May 17	Wages, length of contract–
Various Employers (Const.), Various Locations, Que.	Various Unions & Loc's (QFL)	*	*	*	May 8 May 19	Protesting Cliche Report and legislation– Return of workers–
Lakehead Sheet Metal, Contractors Ass'n Thunder Bay, Ont.	Sheet Metal Wkrs. Loc. 397 (AFL-CIO/CLC)	250	2,250	2,250	May 20	Wages, fringe benefits–
Mechanical Contractors Ass'n., Thunder Bay, Ont.	Plumbers Loc. 628 (AFL-CIO/CLC)	300	2,700	2,700	May 20	Wages, fringe benefits, jurisdiction–
Const. Ass'n of Thunder Bay, Thunder Bay, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	296	1,480	1,480	May 26	Wages–
Mechanical Contractors Ass'n of Toronto, Toronto, Ont.	Plumbers Loc. 46 (AFL-CIO/CLC)	2,100	10,500	10,500	May 26	Wages, fringe benefits–
Nfld. Const. Labour Relations Ass'n., Various Locations, Nfld.	Bricklayers Loc. 1 (AFL-CIO/CLC)	350	3,150	3,150	May 20	Wages–
Stephens Const. and 9 other sites, Sydney, N.S.	Painters Loc. 1945 (AFL-CIO/CLC)	161	830	830	May 26	Wages, other contract issues–
Electric Power Syst. Const. Ass'n, Douglas Point, Ont.	Painters (AFL-CIO/CLC)	230	460	460	May 14 May 16	Protesting implementation of province wide agreement– Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Electric Power Syst., Const. Ass'n., Douglas Point, Ont.	Labourers Loc. 1059 (AFL-CIO/CLC)	386	390	390	May 1 May 2	Protesting not having a vote on contract– Not reported–
Electric Power Syst., Const. Ass'n., Douglas Point, Ont.	Carpenters Loc. 2222 (AFL-CIO/CLC)	400	800	800	May 13 May 15	Protesting implementation of province wide agreement– Not reported–
Electric Power Syst., Const. Ass'n., Pickering, Ont.	Carpenters (AFL-CIO/CLC)	150	750	750	May 6 May 13	Protesting hiring lathers instead of carpenters– Back-to-work order by O.L.R.B.–
Construction Labour Relations, Vancouver, B.C.	Carpenters Loc. 1928 Woodworkers Loc. 1-217 (AFL-CIO/CLC)	213	4,470	7,030	Apr. 15	Not reported–
Transportation & Utilities						
TRANSPORTATION						
Algoma Central Railway, Sault Ste-Marie, Ont.	Railway Carmen Machinists & Boilermakers, Various Locs. (AFL-CIO/CLC)	220	6,750	12,380	Mar. 29	Not reported–
Transair Ltd., (Winn. International Airport) Winnipeg, Manitoba	Machinists Loc. 2223 (AFL-CIO/CLC)	315	6,980	19,360	Mar. 7	Breakdown in contract talks–
Transport D'Anjou Inc., Rivière du Loup, Que.	Teamsters (Ind)	163	3,490	3,490	May 2	Wages, fringe benefits–
Maritime Employers Association, Montreal, Trois-Rivières and Quebec City, Que.	ILA, Locs. 375 1739, 1846 (AFL-CIO/CLC)	2,400	19,200	73,200	Mar. 31 May 13	Wages– Return of workers after back-to-work order issued–
Maritime Employers Ass'n, Montreal, Que., Que.	ILA Locs. 1657, 1605 Checkers (AFL-CIO/CLC)	320	2,560	5,760	Apr. 17 May 13	Rejection of conciliation report– Return of workers after back-to-work order issued–
Maritime Employers Ass'n, Montreal, Que.	ILA Loc. 375 (AFL-CIO/CLC)	900	900	900	May 30	Dispute over legislated settlement–
COMMUNICATIONS						
Post Office Dept., Various locations in Canada	Letters Carriers Various Locs. (CLC)	1,838	2,490	20,010	Apr. 14 May 27	Protesting slow negotiations on wages– Return of workers–
Post Office Dept., Various locations in Canada.	Postal Wkrs. Various Locs. (CLC)	2,066	7,170	7,170	May 15 May 30	Protesting hiring casuals in Montreal– Return of workers–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Telemetropole Inc. (CFTM), Montreal, Que.	Public Employees (CLC)	320	4,460	4,460	May 12	Wages–
POWER, GAS, WATER						
Toronto Hydro, Toronto, Ont.	Public Employees (Outside) Loc. 1 (CLC)	500	1,000	5,000	Apr. 21 May 5	Wages, fringe benefits– Terminated by mediation–
Toronto, Hydro, Toronto, Ontario.	Public Employees (Inside) Loc. 1 (CLC)	500	1,000	5,000	Apr. 21 May 5	Wages, fringe benefits– Terminated by mediation–
Trade						
Dominion Stores Ltd., Montreal, Que.	Office Employees Loc. 57 (AFL-CIO/CLC)	120	2,520	3,840	Apr. 16	Wages–
Newfoundland Liquor Corp. Province wide, Nfld.	Nfld. Ass'n of Public Employees Loc. 7501 (CLC)	200	4,500	5,330	Apr. 25	Wages, job classification– Workers accepted wage offer–
Miracle Mart, Hull, Que.	Retail Clerks Loc. 486 (AFL-CIO/CLC)	105	610	930	Apr. 28 May 9	Wages– Terminated by mutual agreement–
Miracle Mart, Ottawa, Ont.	Retail Clerks Loc. 486 (AFL-CIO/CLC)	220	1,280	1,940	Apr. 28 May 9	Wages– Terminated by mutual agreement–
FINANCE						
INSURANCE & REAL ESTATE						
Les Prévoyants du Canada, Montreal, Que.	Commerce Fed'n (CNTU)	190	3,990	3,990	Apr. 22	Wages–
Les Artisans Coop., d'assurance-vie, Montreal, Que.	Commerce Fed'n (CNTU)	175	3,675	3,675	Apr. 22	Not reported
Insurance Corp. of B.C., Province wide, B.C.	Office Employees (AFL-CIO/CLC)	1,989	17,900	17,900	May 20	Not reported–
SERVICE						
EDUCATION						
University of Manitoba, Fort Garry, Manitoba	The Ass'n of Employees Supporting Education Services	1,000	8,640	42,240	Mar. 20 May 12	Wages– Terminated by mutual agreement–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Université du Québec, Trois-Rivières, Qué.	Fed'n of Que. Teachers (CNTU)	230	4,830	9,890	Apr. 1	Wages, other matters–
Simon Fraser Univ., Vancouver, B.C.	Ass'n of Univ. & College Emp. Loc. 2 (Ind)	500	2,500	3,500	Apr. 29 May 8	Wages– Not reported–
Roman Catholic Separate School District 13, Regina, Sask.	Regina Cath. School Teachers Ass'n	389	3,830	3,830	May 7 May 30	Protesting lack of agreement– Return of workers–
HEALTH & WELFARE						
Norwood Auxiliary Hosp., Dr. A. McGregor Nursing Home, Edmonton, Alta.	Public Employees Loc. 1158 (CLC)	300	6,300	40,710	Nov. 19/74	Wage increase to non-union workers–
Misericordia Hospital, Edmonton, Alta.	Service Employees Loc. 323A (AFL-CIO/CLC)	400	8,290	11,090	Apr. 22 May 30	Mgmt rights clause, job reclassification– Terminated by mutual agreement
Queen Elizabeth Hosp., Montreal, Que.	Social Affairs Fed'n (CNTU)	250	5,540	5,540	May 1	Dispute over overtime pay–
Health & Welfare Canada (federal nurses), Various locations, Can.	P.I.P.S.C. (Ind.)	100	1,500	1,500	May 6 May 27	Wages, term of contract– Return of workers–
BUSINESS						
Brinks Canada Ltd., Montreal, Que.	Teamsters Loc. 931 (Ind)	180	1,080	1,080	May 23	Working conditions, wages, fringe benefits–
ACCOMMODATION & FOOD						
33 Hotels, Various locations, Manitoba.	Hotel Employees Loc. 206 (AFL-CIO/CLC)	400	2,570	2,570	May 23	Wages, equal pay for women–
PUBLIC ADMINISTRATION						
PROVINCIAL ADMINISTRATION						
Centre Saint Vallier, Montreal, Que.	Social Affairs Fed'n (CNTU)	120	2,140	2,140	May 5 May 30	Working conditions, security, consultation– Not reported–
Maison Notre-Dame, Laval, Que.	Social Affairs Fed'n (CNTU)	300	4,930	4,930	May 7 May 30	Working conditions, security, consultation– Not reported–

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY, 1975 (PRELIMINARY) (CONCL'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: May	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
OCAL ADMINISTRATION						
Municipal Employees, Coordinating Committee, Victoria, B.C.	Public Emps. Loc. 50 (CLC) Outside Wkrs.	280	560	19,320	Jan 27 May 5	Wages– Not reported–
Municipal Employees, Coordinating Committee, Victoria, B.C.	Public Emps. Loc. 511, 374 388 (CLC)	750	2,890	47,890	Feb. 5 May 5	COLA clause– Not reported–
Municipal Employee's Coordinating Committee, Greater Victoria, B.C.	Public Emps. Loc. 333, 374 (CLC)	108	470	6,630	Feb. 10 May 7	Wages, COLA clause– Not reported–
Surrey Municipality, Surrey, B.C.	Public Emps. Loc. 402 (CLC)	750	1,500	38,250	Feb. 24 May 5	Wages, COLA clause, grievances– Not reported–
Ville de Saint-Laurent, Saint-Laurent, Que.	Public Service Emps. (CNTU)	140	1,260	1,260	May 12 May 23	Support of negotiations– Not reported–
Wascana Centre Authority, Regina, Sask.	Sask. Gov't Emps. Ass'n (Ind)	175	350	350	May 16 May 21	Fringe benefits, COLA clause– Not reported–
Various Industries Various Employers, Various locations, Que.	Various Unions	50,000 **	50,000 **	50,000 **	May 21 May 22	Sympathy for Pratt & Whitney strikers– Return of workers–

* Figures not available at time of publication
**Estimated from various sources.

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)		
Week ended July 19, 1975		10,479	+ 1.3	+ 3.3
Employed	July 1975	9,826	+ 2.0	+ 1.6
Agriculture	"	569	+ 6.8	+ 0.5
Non-agriculture	"	9,257	+ 1.7	+ 1.6
Paid workers	"	8,737	+ 2.2	+ 1.9
At work 35 hours or more	"	6,596	– 13.3	+ 1.1
At work less than 35 hours	"	1,266	– 17.1	+ 9.6
Employed but not at work	"	1,964	+ 292.8	– 1.5
Unemployed	"	653	– 7.2	+ 40.4
Atlantic	"	77	+ 2.7	+ 20.3
Québec	"	215	– 6.5	+ 29.5
Ontario	"	227	– 11.3	+ 61.0
Prairies	"	51	+ 4.1	+ 54.5
British Columbia	"	83	– 11.7	+ 36.1
Without work and seeking work	"	622	– 6.6	+ 38.5
On temporary layoff up to 30 days	"	31	– 16.2	+ 93.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	April 1975	138.8	+ 0.7	– 0.7
Manufacturing employment (1961 = 100)†	"	125.4	– 0.1	– 5.9
IMMIGRATION	First Quarter 1975	43,448	–	– 4.1
Destined to the labour force	"	19,877	–	–
STRIKES AND LOCKOUTS				
Strikes and lockouts	June 1975	263	+ 4.8	+ 16.4
No. of workers involved	"	62,494	– 41.9	– 71.3
Duration in man days	"	839,410	+ 23.2	– 58.6
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	April 1975	197.85	+ 1.2	+ 14.7
Average hourly earnings (mfg.)†	"	495	+ 0.8	+ 17.6
Average weekly hours paid (mfg.)†	"	38.8	+ 1.3	– 1.0
Consumer price index (1961 = 100)	July 1975	186.5	+ 1.4	+ 11.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April 1975	142.3	+ 1.4	+ 5.8
Total labour income (millions of dollars)†	June 1975	7,384.1	+ 2.8	+ 15.0
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June 1975	208.4	+ 0.1	– 6.2
Manufacturing	"	205.4	+ 0.1	– 6.1
Durables	"	234.4	– 0.5	– 7.3
Non-durables	"	182.4	+ 0.8	– 4.8
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June 1975	17,311	–	– 11
Completions	"	15,100	–	–
Under construction	"	126,282	–	– 24

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-1975

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Percentage of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974:					
June	121	226	217,420	2,025,650	1.24
July	130	236	107,848	1,021,110	0.55
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
1975:					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,224	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48

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STRIKES AND LOCKOUTS, JUNE, 1975, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	4	9	2,625	41,360
Prince Edward Island	-	-	-	-
Nova Scotia	18	22	3,520	23,460
New Brunswick	1	6	1,097	9,920
Québec	17	89	16,600	297,650
Ontario	32	79	17,797	239,550
Manitoba	2	11	2,483	36,930
Saskatchewan	3	9	903	13,990
Alberta	12	12	11,120	96,480
British Columbia	3	17	3,796	62,690
Federal	1	8	2,353	17,380
All jurisdictions	93	263	62,494	839,410

STRIKES AND LOCKOUTS, JUNE, 1975, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	-	-	-	-
Forestry	-	1	250	5,250
Fishing & Trapping	-	-	-	-
Mines	3	17	6,375	131,040
Manufacturing	26	106	20,130	295,260
Construction	32	49	22,842	270,200
Transpn. & utilities	5	17	3,104	17,930
Trade	3	16	1,203	17,130
Finance	-	4	2,369	49,760
Service	14	37	5,029	41,120
Public administration	10	16	1,192	11,720
All industries	93	263	62,494	839,410

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: June	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Société Forestière Domtar Ltée., Dolbeau, Qué.	Woodworkers Fed'n (Ind.)	250	5,250	29,000	Jan. 16	Sympathy strike–
Mines						
METAL MINES						
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	575	12,320	39,010	Mar. 28	Wages–
Steep Rock Iron Mines Ltd., Caland Ore Co. Ltd., Atikokan, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	820	17,570	25,180	May 18	Wages, fringe benefits–
NON-METAL						
Aluminum Co. of Canada St-Lawrence, Nfld.	Fed'n of Metal Trades Unions (CNTU)	400	6,400	6,400	June 9	Not reported–
Asbestos Corporation Ltd., Thetford Mines, Que.	Fed'n of Metal Trades Unions (CNTU)	1,956	41,080	142,790	Mar. 18	Wages, COLA clause, working conditions–
Lake Asbestos of Quebec Ltd., Black Lake, Que.	Steelworkers Loc. 7649 (AFL-CIO/CLC)	525	11,030	38,340	Mar. 18	Wages, COLA clause, working conditions–
Bell Asbestos Mines Ltd., Thetford Mines, Que.	Steelworkers Loc. 8026 & 7285 (AFL-CIO/CLC)	440	9,240	32,120	Mar. 18	Wages, COLA clause, working conditions–
Carey Canadian Mines Ltd., East Broughton, Que.	Fed'n of Metal Trades Unions (CNTU)	370	7,770	27,010	Mar. 18	Wages, COLA clause, working conditions–
National Asbestos Mines Ltd., Thetford Mines, Que.	Fed'n of Metal Trades Unions (CNTU)	170	3,570	12,410	Mar. 18	Wages, COLA clause, working conditions–
Potash Company of America, Patience Lake, Saskatchewan.	Steelworkers Loc. 189	180	3,860	11,710	Apr. 1	Wages– Settled by mutual agreement–
Duval Corp. of Canada, Saskatoon, Sask.	Steelworkers Loc. 7458	310	6,640	16,270	Apr. 18	Wages, job classification–
Canadian Salt Co., Windsor, Ont.	Auto Workers Loc. 195 & 240 (CLC)	323	6,780	6,780	Apr. 28	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: June	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Manufacturing						
FOOD AND BEVERAGES						
Quebec Poultry Ltd., Quebec, Que.	Commerce Fed'n (CNTU)	360	7,560	26,640	Mar. 17	Master agreement–
La Cie Quebec Poultry Ltée., St-Jean Baptiste de Rouville, Qué.	Commerce Fed'n (CNTU)	600	12,600	37,200	Apr. 3	Master agreement–
Aliments Flamingo, St-Rosalie, Que.	Commerce Fed'n (CNTU)	125	2,630	7,760	Apr. 3	Master agreement–
Abattoir Berthier Inc., Berthierville, Que.	Commerce Fed'n (CNTU)	207	4,350	12,840	Apr. 3	Master agreement–
Molson Brewery B.C. Ltd. Vancouver, B.C.	Brewery Workers (300) (AFL-CIO/CLC)	165	3,470	4,680	May 20	Not reported–
General Foods Ltd., Lasalle, Que.	Food & Allied Workers Loc. P-766 (AFL-CIO/CLC)	450	2,030	2,030	May 27	Wages, fringe benefits–
B.C. Sugar Refinery Ltd. Vancouver, B.C.	Retail Wholesale Employees Loc. 517 (AFL-CIO/CLC)	250	4,250	4,250	June 6	Wages–
Omstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	3,780	3,780	June 17	Wages, fringe benefits, other contract issues–
Weston Bakeries Ltd., Toronto, Ont.	Teamsters Loc. 467 (Ind.)	340	2,040	2,040	June 23	Wages, other contract issues–
LEATHER						
Dependable Shoe Mfg., Co., Montreal, Que.	Food Workers Loc. L-102 (AFL-CIO/CLC)	136	2,860	4,360	May 15	Not reported–
TEXTILES						
Wabasso Ltd., Trois-Rivières, Que.	United Textile Workers Loc. 322 (AFL-CIO/CLC)	1,000	21,430	38,570	May 8	Wages, fringe benefits–
FURNITURE & FIXTURES						
Various Mattress Companies, Vancouver area, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	282	2,820	6,520	May 6 June 14	Wages, fringe benefits– Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
PAPER						
Sonoco Products Ltd., Terrebonne, Que.	Fed'n of Paper Workers (CNTU)	110	2,310	22,550	Sept. 9/74	Seniority, COLA adjustment–
Rayonnier Québec (ITT), Port-Cartier, Que.	Canadian Paper Wkrs. Loc. 1125 (CLC)	225	4,730	27,460	Jan. 8	Suspension of some workers–
Emballage Domtar Ltée., Montreal, Que.	Chemical Wkrs. Loc. 314 (AFL-CIO/CLC)	225	4,730	13,510	Apr. 7	COLA clause–
Canadian Johns Manville Co. Ltd., North Bay, Ont.	Canadian Paperworkers Loc. 870 (CLC)	210	2,520	9,660	Apr. 14 June 18	Breakdown of negotiations– Settled by mutual agreement–
PRINTING AND PUBLISHING						
Montreal Star, Montreal, Que.	Newspaper Guild Loc. (111) (AFL-CIO/CLC)	450	9,380	9,940	May 30	Wages, fringe benefits–
Moore Business Forms, Winnipeg, Manitoba.	Printing and Graphic Loc. 537 (AFL-CIO/CLC)	112	900	3,360	Apr. 30 June 10	Wages–
Twelve Printing Companies, Que., Que.	Syndicats Nat. d'imprimerie de Québec (CSN)	260	5,460	8,840	May 13	Not reported–
Imprimerie Montreal-Magog Printing, Magog, Que.	Printing & Graphic Loc. 41 (AFL-CIO/CLC)	152	3,190	6,380	Apr. 21	Not reported–
PRIMARY METAL						
Union Carbide, Beauharnois, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	450	9,640	52,150	Jan. 19	Working conditions, interpretation of contract–
Holmes Foundry Ltd., Point Edward, Ont.	Auto workers Loc. 456 (CLC)	490	2,940	21,810	Apr. 7 June 9	Not reported– Not reported–
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	130	130	130	June 20 June 23	Interpretation of contract– Not reported–
Fittings Ltd., Oshawa, Ont.	Steelworkers Loc. (AFL-CIO/CLC)	700	700	700	June 27 June 28	Suspension of 45 workers– Return of workers–
Emco Limited, London, Ontario,	Steelworkers Loc. 2699 (AFL-CIO/CLC)	265	5,570	12,470	Apr. 24	Wages, fringe benefits–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: June	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Enamel & Heating Products Ltd., Amherst, N.S.	Steelworkers Loc. 2231 (AFL-CIO/CLC)	100	1,000	1,000	May 26 June 16	Working conditions– Not reported–
TAL FABRICATING						
Quebec Wires, Trois-Rivières, Que.	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,630	17,010	Dec. 16/74	Employees locked-out; wages for females–
A.C. Wickman Ltd., Toronto, Ont.	U.E. Loc. 112 (CLC)	112	560	6,270	Mar. 19 June 9	Wages– Settled by mutual agreement–
Canada Forgings Ltd., Welland, Ont.	Auto Workers Loc. 275 (CLC)	230	690	5,060	May 5 June 5	Wages– Not reported–
Greening Donald Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	160	3,360	4,160	May 26	Wages–
International Hardware Co. of Canada Ltd., Belle-Belleville, Ont.	Moulders & Allied Workers Loc. 428 (AFL-CIO/CLC)	226	4,520	4,520	June 2	Wages–
John T. Hepburn, Toronto, Ont.	Steelworkers Loc. 3335 (AFL-CIO/CLC)	279	2,510	2,510	June 16 June 27	Wages, fringe benefits– Not reported–
Robb Engineering Works Ltd., Amherst, N.S.	Steelworkers Loc. 4122 (AFL-CIO/CLC)	170	170	170	June 28	Wages, other contract issues–
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	155	160	160	June 30	COLA clause, wages–
ACHINERY						
Farr Company Ltd., Ville de Laval, (Mtl). Que.	CNTU	100	2,100	5,500	Apr. 14	Not reported–
National Cash Register, Etobicoke, Ont.	Graphic Arts Loc. 28B (AFL-CIO/CLC)	121	2,540	7,740	Apr. 1	Wages, fringe benefits–
RANSPORTATION EQUIP.						
Pratt & Whitney of Can. Ltd., (United Aircraft) Longueuil, Que.	Auto Workers Loc. 510 (CLC)	900	18,900	701,700	Jan. 7/74	Union security, wages, COLA clause–
Bendix Home Systems Ltd., Penticton and Oliver, B.C.	Carpenters Loc. 2511 (AFL-CIO/CLC)	205	620	1,810	Apr. 28 June 5	Wages– Return of workers–
AFC Canada Ltd., (Carburator Division), Bramalea, Ont.	Machinists Loc. 2243 (AFL-CIO/CLC)	160	2,400	4,160	May 15 June 23	Wages– Return of workers–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Dept. of National Defence, Halifax, N.S. & Esquimalt, B.C.	Dockyards Trades & Labour Council (CLC)	200	4,200	4,800	May 28	Wages– Not reported–
Hawker Siddeley Can. Ltd. Thunder Bay, Ont.	Auto Workers Loc. 1075 (CLC)	533	10,930	10,930	June 2	Wages, fringe benefits–
Hawker Siddeley Can. Ltd. Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	100	100	100	June 12 June 13	Incentive rates– Not reported–
Saint John Shipbuilding & Dry dock, Saint John, N.B.	Marine Workers Loc. 3 (CLC)	823	4,120	4,120	June 3 June 10	Protesting poor ambulance service–
Fergusson Industries Ltd., Pictou, N.S.	Steelworkers Loc. 4702 (CLC)	350	2,100	2,100	June 23	Wages, fringe benefits–
ELECTRICAL PRODUCTS						
I.T.T. Wire & Cable St-Jérome, Que.	I.U.E. Loc. 589 (AFL-CIO/CLC)	110	2,310	4,620	Apr. 27	Wages– Workers accepted Co. offer–
GTE Automatic Electrical (Canada) Ltd., Brockville, Ont.	I.U.E. Loc. 526 (AFL-CIO/CLC)	1,144	24,020	29,740	May 26	Wages, fringe benefits, union jurisdiction, other contract issues–
NON-METALLIC MINERAL PRODUCTS						
Schokbeton Quebec Inc., St-Eustache, Que.	Steelworkers Loc. 15398 (AFL-CIO/CLC)	932	1,860	1,860	June 16 June 18	Wages– Settled by mutual agreement–
CHEMICAL PRODUCTS						
Cyanamid of Canada, Saint-Jean, Que.	Chemical Wkrs. Loc. 449 (AFL-CIO/CLC)	254	250	26,620	Jan. 21 June 3	Wages–
Electric Reduction Co. of Canada, Long Harbour, Nfld.	Steelworkers Loc. 7428 (AFL-CIO/CLC)	387	8,130	10,450	May 23	Wages, safety conditions–
MISCELLANEOUS MFG.						
Coleco (Canada) Ltd., Montreal, Que.	Steelworkers Loc. 7895 (AFL-CIO/CLC)	300	6,300	19,540	Apr. 16	Dismissal of some workers–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
nstruction						
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Sheet Metal Wkrs. Loc. 511 (AFL-CIO/CLC)	450	9,450	18,900	May 1	Wages–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Carpenters Loc. 343 (AFL-CIO/CLC)	1,000	21,000	42,000	May 1	Wages, other contract issues–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Asbestos Wkrs. (AFL-CIO/CLC)	100	2,100	3,700	May 8	Wages, fringe benefits–
Electrical Const. Ass'n, (Building Contractors) Hamilton area, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	980	8,820	17,640	May 17	Wages, length of contract–
Lakehead Sheet Metal, Contractors Ass'n., Thunder Bay, Ont.	Sheet Metal Wkrs. Loc. 397 (AFL-CIO/CLC)	250	5,250	7,500	May 20	Wages, fringe benefits–
Mechanical Contractors Ass'n., Thunder Bay, Ont.	Plumbers Loc. 628 (AFL-CIO/CLC)	300	6,300	9,000	May 20	Wages, fringe benefits, jurisdiction–
Const. Ass'n., of Thunder Bay, Thunder Bay, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	562	11,800	14,610	May 26	Wages–
Mechanical Contractors Ass'n of Toronto, Toronto, Ont.	Plumbers Loc. 46 (AFL-CIO/CLC)	2,100	44,100	54,600	May 26	Wages, fringe benefits–
Nfld. Const. Labour Relations Ass'n., Various locations, Nfld.	Bricklayers Loc. 1 (AFL-CIO/CLC)	350	1,870	5,020	May 20 June 9	Wages– Not reported–
Stephens Const. and 9 other sites, Sydney, N.S.	Painters Loc. 1945 (AFL-CIO/CLC)	161	3,381	4,211	May 26	Wages, other contract issues–
Electrical Contractors Ass'n of Alta., Various locations, Alta.	I.B.E.W. Loc. 424 (AFL-CIO/CLC)	1,600	8,000	8,000	June 2 June 9	Retroactive date of new contract, apprenticeship ratio– Not reported–
Sarnia Const. Ass'n., Sarnia, Ont.	Labourers Loc. 1089 (AFL-CIO/CLC)	800	16,800	16,800	June 2	Wages–
Atlantic Insulations Ltd., Glace Bay, N.S.	Asbestos Wkrs. Loc. 116 (AFL-CIO/CLC)	125	200	200	June 3 June 5	Not reported– Not reported–
Mechanical Contractors Ass'n of Alta., Various locations, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	2,000	40,000	40,000	June 3	Wages, other contract issues–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Canadian Kellog Co. Ltd., Medicine Hat, Alta.	Plumbers Loc. 496 (AFL-CIO/CLC)	130	2,340	2,340	June 5	Want supervisors from own local, other issues–
Sault Ste-Marie Const., Ass'n., Sault Ste-Marie, Ont.	Carpenters Loc. 446 (AFL-CIO/CLC)	350	5,250	5,250	June 10	Wages–
Alta. Const. Labour Relations Ass'n., Edmonton, Alta.	Painters Loc. 1016 (AFL-CIO/CLC)	300	4,200	4,200	June 11	Wages–
N.S. Const. Management Labour Bureau, Cape Breton, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	120	1,560	1,560	June 12	In support of contract demands–
Electrical Power Systems Const. Ass'n., Douglas Point, Ont.	Carpenters Loc. 2222 (AFL-CIO/CLC)	170	170	170	June 12 June 13	Protesting implementation of province wide agmt.–
Dillingham Corp., Pend O'reille River, B.C.	Teamsters Loc. 231 (Ind.)	150	300	300	June 12 June 16	Protesting road conditions– Return of workers–
Canadian Bechtel Ltd., Fort McMurray, Alta.	Operating Engineers Loc 955 Labourers Loc. 92 (AFL-CIO/CLC)	1,300	1,300	1,300	June 13 June 16	Wages– Return of workers, no Settlement–
Greater Windsor Homebuilders Ass'n., Windsor, Ont.	Carpenters Loc. 494 (AFL-CIO/CLC)	400	4,400	4,400	June 16	Wages– Return of workers following contract agreement–
Alta. Const. Labour Relations Ass'n., Calgary, Alta.	Labourers Loc. 1111 (AFL-CIO/CLC)	1,000	11,000	11,000	June 16	Wages, fringe benefits– Settled by mutual agreement–
Nfld. Const. Labour Relations Ass'n., Province wide, Nfld.	Plumbers (AFL-CIO/CLC)	1,000	10,000	10,000	June 17	Not reported–
Architectural Glass & Metal Contractors Ass'n., Willowdale, Ont.	Painters Loc. 1819 (AFL-CIO/CLC)	275	2,750	2,750	June 17	Wages, fringe benefits–
Grand Valley Const. Ass'n., Cambridge, Ont.	Painters Loc. 1824 (AFL-CIO/CLC)	125	1,000	1,000	June 19	Wages– Return of workers by mutual agreement–
Alta. Const. Labour Relations Ass'n., Edmonton, Alta.	Asbestos Wkrs. Loc. 110 (AFL-CIO/CLC)	200	1,600	1,600	June 19	Wages, fringe benefits–
12 Construction Cos., Kitchener, Guelph, Galt, Ont.	Sheet Metal Wkrs. Loc. 562 (AFL-CIO/CLC)	160	1,280	1,280	June 19 June 28	Wages– Settled by mutual agreement–
Metro Toronto Apt. Builders Ass'n., Willowdale, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	120	480	480	June 20 June 26	Wages, fringe benefits– Not reported–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

ndustry Employer Location	Union	Workers Involved	Duration in Man-days June	Accumulated	Starting Date Termination Date	Major Issues Result
Alta. Const. Labour Relations Ass'n., Northern Alta.	I.B.E.W. Loc. 424 (AFL-CIO/CLC)	1,600	11,200	11,200	June 20	Not reported–
Mechanical Contractors Ass'n of Alta., Calgary, Alta.	Plumbers Loc. 496 (AFL-CIO/CLC)	1,000	6,000	6,000	June 21	Wages, fringe benefits–
Various Contractors, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	365	2,190	2,190	June 23	Wages, fringe benefits– Return of workers–
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Operating Engineers Loc. 901 (AFL-CIO/CLC)	105	600	600	June 23 June 27	Wages– Terminated by conciliation–
Windsor Const. Ass'n., Windsor, Ont.	Labourers Loc. 625 (AFL-CIO/CLC)	850	5,100	5,100	June 23 June 27	Not reported– Settled by mutual agreement–
Sarnia Const. Ass'n., Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	800	2,400	2,400	June 26	Wages, length of contract–
Nfld. Labour Relations Ass'n., Churchill Falls, Nfld.	I.B.E.W. Loc. 2351 (AFL-CIO/CLC)	110	330	330	June 26	Protesting suspension of 11 workers, safety–
Const. Labour Relations, Vancouver, B.C.	Carpenters Loc. 1928 Woodworkers Loc. 1-217 (AFL-CIO/CLC)	213	4,470	11,500	Apr. 15	Not reported–

ansportation & Utilities

ANSPORTATION

Algoma Central Railway, Sault Ste-Marie, Ont.	Railway Carmen Machinists & Boilermakers, Various locs. (AFL-CIO/CLC)	220	800	10,560	Mar. 29 June 6	Not reported–
Transair Ltd., (Winn. International Airport Winnipeg, Manitoba	Machinists Loc. 2223 (AFL-CIO/CLC)	315	610	19,970	Mar. 7 June 3	Breakdown in contract talks– Not reported–
Transport d'Anjou Inc., Rivière du Loup, Que.	Teamsters (Ind.)	163	1,750	5,240	May 2 June 16	Wages, fringe benefits– Return of workers–
Maritime Employers Ass'n, Montreal, Que.	ILA Loc. 375 (AFL-CIO/CLC)	900	1,800	2,700	May 30 June 4	Dispute over legislated settlement– Return of workers–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: June	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
COMMUNICATIONS						
Télémetropole Inc. (CFTM), Montreal, Que.	Public Employees (CLC)	320	6,860	11,320	May 12	Wages–
Canadian Broadcasting Corp. Toronto, Ont.	Newspaper Guild Loc. 213 (AFL-CIO/CLC)	315	320	320	June 6 June 6	Protesting use of anouncer as news reporter– Return of Workers–
Office de Radio-Télé-diffusion du Québec, Montréal, Qué.	N.A.B.E.T. Loc. 64 (CLC) Fedn des communications (CNTU)	485	2,430	2,430	June 20 June 25	Protesting lack of parking– Not reported–
N.S. Power Corp., Glace Bay, N.S.	C.B.R.T. Loc. 507 (CLC)	103	520	520	June 2 June 9	Wages, safety, working conditions– Return of workers–
Trade						
Newfoundland Liquor Corp. Province wide, Nfld.	Nfld. Ass'n of Public Employees Loc. 7501 (CLC)	200	3,300	8,630	Apr. 25 June 25	Wages, job classification– Workers accepted wage offer–
Zeller's Ltd., Chicoutimi, Que.	Commerce Fed'n (CNTU)	132	2,750	3,450	May 16	Wages, fringe benefits–
Canada Safeway, Dominion Stores, Economart, Thunder Bay, Ont.	Retail Clerks Loc. 409 (AFL-CIO/CLC)	416	3,120	3,120	June 20	Wages, fringe benefits–
FINANCE						
INSURANCE & REAL ESTATE						
Les Prévoyants du Canada, Montreal, Que.	Commerce Fed'n (CNTU)	190	3,990	7,980	Apr. 22	Wages–
Les Artisans Coop. d'assurance-vie, Montreal, Que.	Commerce Fed'n (CNTU)	175	3,680	7,355	Apr. 22 June 13	Not reported– Not reported–
Insurance Corp. of B.C. Province wide, B.C.	Office Employees (AFL-CIO/CLC)	1,989	41,770	59,670	May 20	Not reported–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
rvice						
LTH & WELFARE						
Dalhousie Univ. Medical School, Various locations, N.S.	Interns & Residents Ass'n	533	530	530	June 6 June 7	Protesting gov't refusal to ratify contract– Return of workers–
Memorial Univ. St-John's, Nfld.	CUPE (CLC)	200	100	100	June 9 June 9	Supporting Nfld. Liquor commission employees– Return of workers–
Foothills Hospital, Calgary, Alta.	Civil Service Ass'n of Alta. Loc. 45 (CLC)	220	1,260	1,260	June 10 June 18	Job reclassification, transfer to jurisdiction of Alta. Labour Act– Return of workers–
Queen Elizabeth Hosp., Montreal, Que.	Social Affairs Fed'n (CNTU)	250	5,360	10,900	May 1	Dispute over overtime pay–
Various N.S. Hosp. (12) Various locations, N.S.	Nurses Staff Ass'n of N.S.	1,000	7,320	7,320	June 12 June 25	Wages, fringe benefits, other matters– Nurses voted to return–
Univ. of Alta. Hosp., Edmonton, Alta.	Civil Service Ass'n of Alta. (CLC)	800	2,290	2,290	June 13 June 17	Size of negotiating parties–
Flin Flon General Hospital, Flin Flon, Manitoba	Retail Clerks Loc. 832 (AFL-CIO/CLC)	130	840	840	June 20	Wages, other contract issues–
SINESS						
Brinks Canada Ltd., Montreal, Que.	Teamsters Loc. 931 (Ind)	180	3,780	4,860	May 23	Working conditions, wages, fringe benefits–
COMMODATION & FOOD						
33 Hotels, Various locations, Manitoba.	Hotel Employees Loc. 206 (AFL-CIO/CLC)	400	860	3,430	May 23	Wages, equal pay for women–
Ace Catering Ltd., Medicine Hat, Alta.	Various unions	500	500	500	June 6 June 9	Wages, understaffing– Return of most workers–
Bayshore Inn, Vancouver, B.C.	Hotel & Restaurant Employees Loc. 16 (AFL-CIO/CLC)	350	1,500	1,500	June 22 June 28	Wages, fringe benefits– Return of workers pending ratification–
ersonal Service						
La Buanderie Lévis Ltée., Québec, Que.	Service Empls. Loc. 298 (AFL-CIO/CLC)	100	100	100	June 13 June 13	Not reported– Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE, 1975 (PRELIMINARY) (CONCL'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Public Administration						
PROVINCIAL ADMINISTRATION						
Centre Berthelet, Montreal, Que.	Social Affairs Fed'n (CNTU)	225	1,770	1,770	June 20	Protesting firing union president–
LOCAL ADMINISTRATION						
City of Sydney, Sydney, N.S.	C.U.P.E. Loc. 759 (CLC)	120	180	180	June 4 June 6	Support for suspended employee– Return of workers–
Corp. of Town of Timmons, Timmons, Ont.	C.U.P.E. Loc. 210 (Outside Wkrs.) (CLC)	175	1,600	1,600	June 9 June 20	Sympathy for inside workers– Return of workers–
City of Regina, Regina, Sask.	Amalgamated Transit Union (AFL-CIO/CLC)	188	190	190	June 13 June 14	Grievances– Not reported–